

DOCUMENT RESUME

ED 150 689

EA 010 319

TITLE State Association Staff Salary Schedules. Information Service Report Vol. IX, No. 3.
 INSTITUTION National Council of State Education Associations, Washington, D.C.; National Education Association, Washington, D.C.
 PUB DATE Dec 77
 NOTE 127p.; Occasional pages may be marginally legible due to small print
 EDRS PRICE MF-\$0.83 Plus Postage. HC Not Available from EDRS.
 DESCRIPTORS National Surveys; *Personnel Data; *Salaries; *Tables (Data); *Teacher Associations
 IDENTIFIERS *National Education Association

ABSTRACT

This publication presents information on salaries for staff members of state associations of the National Education Association (NEA) as well as the NEA affiliates for Overseas Schools, Puerto Rico, and Washington, D.C. Salary data for each association are presented either in schedule form or as listings of salaries for individual staff positions. Data are not included for the state associations of Louisiana, New York, Oklahoma, and Pennsylvania. (Author/JG)

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information service report

VOL. IX, NO. 3 DEC. 1977

STATE ASSOCIATION STAFF SALARY SCHEDULES

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This report provides salary information for 49 state associations. The salary data is presented in schedule form or in listings of salaries for staff positions.

Associations not included in this report are: Louisiana, New York, Oklahoma and Pennsylvania.

ALABAMA EDUCATION ASSOCIATION
ESPO Field Representative Salary Schedule

Step

0	I
\$9,000	9,400

Note: The following are the minimum qualifications for an ESPO Field Representative:

1. High school graduate or equivalent
2. Have at least three (3) years experience working in a school environment
3. Exhibit verbal and written skills
4. Exhibit ability to carry out specific functions as per written job description

ALABAMA EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977-78

STEP

0	1	2	3	4	5	6	7	8
<u>Legal Counsel</u>								
\$16,736	17,411	18,086	18,761	19,436	20,111	20,786	21,461	22,136
<u>Director</u>								
\$14,736	15,411	16,086	16,761	17,436	18,111	18,786	19,461	20,136

- NOTE:
1. Current employees shall be placed at the salary step which reflects their years of employment at professional levels. Professional level employment shall be limited to: AEA staff experience since merger, prior local association directorship experience, and prior state association staff or directorship experience.
 2. Equity adjustments in the 1974-76 AEA/AEAPC agreement shall continue in effect with placement on salary schedule to be determined as per negotiated agreement in preceding contract.
 3. Any employee whose current salary exceeds proper placement on this schedule shall remain at current level until this schedule catches up to the employee's salary at which time the employee shall return to the schedule.
 4. Increments shall be effective at the beginning of each fiscal year. No new employee with less than seven full months of service shall be eligible for an increment step.

5. New employees without prior Educational Association Staff experience may be placed no higher than Step One (1) on the salary schedule. Such employee shall then be "frozen" until the salary schedule catches up.
6. New employees may be given credit for up to four (4) years of previous professional Educational Association experience (placement at Step Four (4) without penalty).
7. For employment on the professional staff, at least a bachelor's degree is required.
8. In addition to the above salary, all professional staff employees who supervise Association employees will be paid a yearly supplement based upon the following scale:
 - a. \$50 for each support staff employee in excess of their Department Secretary
 - b. \$100 for each professional staff employee and/or ESPO Field Rep
9. The step numbers listed on the schedule relate to the number of years employment completed; e.g., Step 1, completion of one year of employment, Step 2, completion of two years of employment, etc.
10. To be placed on the Legal Counsel schedule, the individual must have a law degree and must be licensed to practice law in the State of Alabama. New employees placed on this schedule may be given credit for up to four (4) years of previous professional Educational Association experience (placement at Step 4 without penalty).
11. Due to the fact that the salary schedules contain steps that will be reached beyond the contract period, it is in no way to be held as a binding agreement beyond the steps necessary within the contract term.

ALABAMA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-78

STEP

<u>0</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
<u>Departmental Secretary</u>								
\$6,600	6,900	7,200	7,500	7,800	8,100	8,400	8,700	9,000
<u>Clerk</u>								
\$6,100	6,400	6,700	7,000	7,300	7,600	7,900	8,200	8,500
<u>Membership Clerk</u>								
\$7,100	7,400	7,700	8,000	8,300	8,600	8,900	9,200	9,500
<u>Specialist</u> (Accountant/Duplicating Equipment Operator-Mailroom Supervisor)								
\$8,900	9,200	9,500	9,800	10,100	10,400	10,700	11,000	11,300

- Note: 1. On the 1974-76 salary schedule current employees were placed at the salary step which reflected their years of AEA employment since merger. Initially, no employee could be placed higher than Step 5. Any employee whose current salary exceeded the schedule was to receive no less than his/her current salary and was allowed $\frac{1}{2}$ the normal increment each year until the salary schedule caught up at which time the employee would return to the appropriate step on the schedule.
2. Increments shall be effective at the beginning of each fiscal year. No new employee with less than seven full months of service shall be eligible for an increment step.
3. When employing new personnel work experience outside the Association will be granted at the rate of one-half ($\frac{1}{2}$) year for each year of comparable clerical experience up to a maximum placement on the schedule at Step 1.

NATIONAL EDUCATION ASSOCIATION - ALASKA

Salary Schedule 1977-78

Step	Executive Secretary	Deputy Exec. Secretary 80%	Field Staff 70%	Communication Specialist 65%	Ad/Asst./ Accountant 45%	Secretary/ Bookkeeper 40%
0	\$38,700	\$30,960	\$27,090	\$25,155	\$17,415	\$15,480
1	40,635	32,508	28,445	26,413	18,286	16,254
2	42,570	34,056	29,800	27,671	19,157	17,028
3	44,505	35,604	31,155	28,929	20,028	17,802
4	46,440	37,152	32,510	30,187	20,899	18,576
5	48,375	38,700	33,865	31,445	21,770	19,350
6	50,310	40,248	35,220	32,703	22,641	20,124
7	52,245	41,796	36,575	33,961	23,512	20,898
8	54,180	43,344	37,930	35,219	24,383	21,672
9	56,115	44,892	39,285	36,477	25,254	22,446
10	58,050	46,440	40,640	37,735	26,125	23,220

Base for the Executive Secretary's salary is computed on 1.84% of classroom teachers average salary for the previous school year. All other staff based on percentage of the Executive Secretary's base salary. In Alaska the average salary for classroom teachers in 1976-77 was \$21,050. Incremental steps are 5%.

ARIZONA EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977-78

Step	Index	Records Manager	Research	Editor	Field UniServ	Gov't. Relations Specialist	Directors
1	1.000	\$12135	\$17422	\$17422	\$19309	\$19948	\$20870
2	1.065	12924	18554	18554	20564	21245	22227
3	1.130	13713	19687	19687	21819	22541	23583
4	1.195	14501	20819	20819	23074	23838	24940
5	1.260	15290	21952	21952	24329	25134	26296
6	1.325	16079	23084	23084	25584	26431	27653

ARIZONA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-78

Step	Index	Clerk	Receptionist Clerk-Typist	Membership Clerk	Secretary	Senior Secretary	Offset Operator Bookkeeper
1	1.0000	\$594.00	\$608.50	\$631.00	\$653.50	\$749.00	\$794.00
1½	1.0275	610.50	625.00	648.50	671.50	769.50	816.00
2	1.0550	626.50	642.00	665.50	689.50	790.00	837.50
2½	1.0825	643.00	658.50	683.00	707.50	811.00	859.50
3	1.1100	659.50	675.50	700.50	725.50	831.50	881.50
3½	1.1375	675.50	692.00	718.00	743.50	852.00	903.00
4	1.1650	692.00	709.00	735.00	761.50	872.50	925.00
4½	1.1925	708.50	725.50	752.50	779.50	893.00	947.00
5	1.2200	724.50	742.50	770.00	797.50	914.00	968.50
5½	1.2475	741.00	759.00	787.00	815.00	934.50	990.50
6	1.2750	757.50	776.00	804.50	833.00	955.00	1012.50
6½	1.3025	773.50	792.50	822.00	851.00	975.50	1034.00
7	1.3300	790.00	809.50	839.00	869.00	996.00	1056.00
7½	1.3575	806.50	826.00	856.50	887.00	1017.00	1078.00
8	1.3850	822.50	843.00	874.00	905.00	1037.50	1099.50

ARKANSAS EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977 - 78

Professional Staff - Consultants and Directors

<u>Step</u>	<u>Consultants Salary</u>
1	\$16,000
2	16,500
3	17,500
4	18,500
5	19,500

<u>Step</u>	<u>Directors Salary</u>
1	\$20,000
2	20,500
3	21,500
4	22,500
5	23,500

Associate Executive Secretary to be negotiated annually.

ARKANSAS EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977 - 78

Supportive Staff - Executive Aide I's and Executive Aide II's

<u>Step</u>	<u>Executive Aide I's</u>
1	\$6,240
2	6,760
3	7,280
4	7,800
5	8,320
6	8,840
7	9,360

<u>Step</u>	<u>Executive Aide II's</u>
1	\$ 7,020
2	7,540
3	8,060
4	8,580
5	9,100
6	9,620
7	10,140
8	10,400

Executive Assistant to be negotiated annually.

CALIFORNIA TEACHERS ASSOCIATION
Professional Staff Salary Schedule
Effective September 1, 1977

<u>Step</u>		<u>Class A</u>		<u>Step</u>	<u>Class B</u>
1		\$15,500		1	\$19,500
2		16,500		2	20,500
3		17,500	IV	3	21,500
4		18,500		4	22,500
5		19,500	III	5	23,500
6		20,500		6	24,500
7	II	21,500		7	25,600
8		22,500		8	26,700
9		23,500		9	27,800
10		24,500		10	28,900
11		25,600		11	30,000
12		26,700		12	31,100
13		27,800		13	32,300
14		28,900		14	33,500
15		30,000			
16		31,100			

CALIFORNIA TEACHERS ASSOCIATION

CLASS DESCRIPTIONS

CLASS A

I. Assistant and Support Services Staff:

Staff assigned to provide assistance to or support services for other employee(s).

II. Technical-Specialist Staff:

Staff assigned to departments and/or to administrative units of the Association who perform essentially technical, support and/or specialist functions related primarily or exclusively to the operations of the Department or Unit to which assigned.

III. Insurance Staff:

Staff, other than Health Benefit staff, assigned to Insurance Services Programs whose compensation is derived from non-CTA sources.

IV. Departmental Service Staff:

Staff assigned to perform specialized technical functions related to Association departmental services.

CLASS B

Local UniServ Staff:

Primary Contact Staff assigned directly to local UniServ Units and responsible for delivery of CTA services to the chapter(s) to which assigned, including development and administration of local programs, chapter organizing, contract development, negotiations, grievance processing, communications, community relations and action, and local articulation of statewide CTA programs and services for chapter(s) and members.

Regional UniServ Staff:

Primary Contact Staff assigned directly to Regional Resource Centers and responsible for delivery of CTA services to the chapter(s) to which assigned, including development and administration of local programs, chapter organizing, contract development, negotiations, grievance processing, communications, community relations and action, and local articulation of statewide CTA programs and services for chapter(s) and members.

CALIFORNIA TEACHERS ASSOCIATION

Regional Consultant Staff:

Specialist-consultant staff assigned to Regions, providing field-chapter consultant services and training in support of Regional and Local UniServ staff and responsible for coordination of Regional and Statewide program(s) in area of assignment.

Note: Health Benefit staff shall be temporarily reclassified to Regional Consultant Staff during 1977/78 subject to successful negotiations with carrier(s) and anticipated restructuring of Insurance staff relationships.

State Consultant Staff:

Departmental and other Association staff assigned on a basis broader than Regional to perform services in support of Association and governance programs and units; responsible for thorough knowledge of and expertise in particular field of specialization; for representation of Association before public agencies including the State Legislature; and for specialized consultant services to Association staff and to elected officers and governance units, including Association councils, commissions, committees, and chapters.

CALIFORNIA TEACHERS ASSOCIATION
Classified Staff Salary Schedules
Effective September 1, 1976

SCHEDULE 1

	<u>Step</u>	<u>Monthly Salary</u>
Under direct supervision performs beginning level clerical work in accordance with established procedures. May sort and distribute mail. May file under an alphabetical or numerical system. May operate most simple office machines.	1	\$ 630
	2	648
	3	663
	4	679
	5	694
	6	711
	7	727
	8	743

SCHEDULE 3

	<u>Step</u>	<u>Monthly Salary</u>
Under direct supervision performs moderately difficult clerical work. May perform copy typing from relatively clear drafts, routine forms, and simple tabulations at a speed-accuracy rate of 45 net words per minute. May operate such office machines as the mimeograph, addressing, and embossing machines.	1	\$ 675
	2	691
	3	710
	4	727
	5	745
	6	762
	7	780
	8	800

SCHEDULE 5

	<u>Step</u>	<u>Monthly Salary</u>
Under general supervision performs average-difficult clerical work requiring some initiative and independent judgment. May type from rough or involved drafts, requiring good form, punctuation, and spelling, at a speed-accuracy rate of 50 net words per minute. May operate office machinery of above average difficulty.	1	\$ 722
	2	739
	3	756
	4	774
	5	791
	6	808
	7	827
	8	845

SCHEDULE 7

	<u>Step</u>	<u>Monthly Salary</u>
Under general supervision performs clerical work of more than average difficulty requiring initiative and independent judgment. May have contacts with others outside of organization. May be able to type 50 net words per minute and transcribe from dictating equipment or have knowledge of shorthand. May operate office machinery of above average difficulty.	1	\$ 773
	2	791
	3	809
	4	829
	5	849
	6	869
	7	889
	8	907

SCHEDULE 9

	<u>Step</u>	<u>Monthly Salary</u>
Under general supervision of a superior in an administrative or executive position performs secretarial and stenographic duties or advanced clerical work of more than average difficulty requiring initiative and judgment and contacts with others outside of office and organization. May make appointments for superior, receive people coming into the office, answer and make telephone calls. If secretary, must take dictation of ordinary difficulty at a rate of 80 average words per minute and must type at a speed-accuracy rate of 55 net words per minute. May operate office machinery of above average difficulty.	1	\$ 826
	2	847
	3	867
	4	889
	5	908
	6	930
	7	951
	8	970

SCHEDULE 11

	<u>Step</u>	<u>Monthly Salary</u>
Under moderate supervision of a superior in an administrative or executive position performs secretarial and stenographic duties or complex and difficult clerical work requiring independent analysis and initiative and judgment and contacts with others outside of the office and organization. Must have a detailed knowledge of departmental or organizational policies related to work performed and may supervise one or more employees engaged in closely related work. If secretary, must be able to take dictation of ordinary difficulty at a rate of 80 average words per minute and must type at a speed-accuracy rate of 55 net words per minute. May operate complex office machinery.	1	\$ 866
	2	889
	3	911
	4	935
	5	956
	6	979
	7	1000
	8	1023

SCHEDULE 13

	<u>Step</u>	<u>Monthly Salary</u>
Under direction of a major executive performs complex and very difficult work of important and confidential nature requiring independent analysis and initiative and judgment and contacts with others outside of office and organization. Must have a detailed knowledge of departmental or organizational policies related to work performed and may supervise one or more employees engaged in closely related work. May operate very complex office machinery. If secretary, may answer routine correspondence upon request of superior, handle personal material; must transcribe from dictating equipment with proficiency and take dictation at a rate of 100 average words per minute and type at a speed-accuracy rate of 60 net words per minute.	1	\$ 908
	2	931
	3	955
	4	977
	5	999
	6	1022
	7	1045
	8	1066

SCHEDULE 15

	<u>Step</u>	<u>Monthly Salary</u>
Under direction of a major executive performs complex and very difficult work of important and confidential nature requiring independent analysis and initiative and judgment and contacts with others outside of office and organization. May develop procedures and have knowledge of established procedures. May make decisions and recommendations. May supervise employees. Requires exceptional qualifications and unusual skill. May have special background of training. May operate very complex office machinery. If secretary, must have superior stenographic skills.	1	\$ 955
	2	979
	3	1001
	4	1026
	5	1049
	6	1075
	7	1097
	8	1122

SCHEDULE 17

	<u>Step</u>	<u>Monthly Salary</u>
Under direction of a major executive performs complex and very difficult work of important and confidential nature requiring considerable independent analysis and initiative and judgment and important contacts with others outside of office and organization. May develop procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees. Requires exceptional qualifications and unusual skill. May have special background of training. May operate or direct operation of very complex equipment. If secretary, must have superior stenographic skills.	1	\$ 1001
	2	1028
	3	1054
	4	1079
	5	1106
	6	1133
	7	1157
	8	1183

SCHEDULE 19

	<u>Step</u>	<u>Monthly Salary</u>
Under moderate direction of a major executive performs complex and very difficult work of an important and confidential nature requiring considerable independent analysis and initiative and judgment and important contacts with others outside of office and organization. May develop major procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees who may have technical backgrounds. Requires exceptional qualifications and unusual skill. May be involved with very complex machinery. If secretary, must have superior stenographic skills.	1	\$ 1054
	2	1079
	3	1106
	4	1133
	5	1157
	6	1183
	7	1208
	8	1234

SCHEDULE 21

	<u>Step</u>	<u>Monthly Salary</u>
Under moderate direction of a major executive performs complex and very difficult work of an important and confidential nature requiring extremely independent analysis and initiative and judgment and very important contacts with others outside of office and organization. May develop major procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees who may have technical backgrounds. Requires exceptional qualifications and unusual skill. May have special background of training. May be involved with very complex machinery. May have superior secretarial skill.	1	\$ 1108
	2	1136
	3	1160
	4	1189
	5	1216
	6	1244
	7	1270
	8	1299

SCHEDULE 23

	<u>Step</u>	<u>Monthly Salary</u>
Under moderate direction of a major executive performs complex and very difficult work of an important and very confidential nature requiring extremely independent analysis and initiative and judgment and very important and constant contacts outside of office and organization. May develop major procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees who may have technical backgrounds. Requires exceptional qualifications and unusual skill. May have special background of training. May be involved with very complex machinery. May have superior secretarial skill.	1	\$ 1160
	2	1190
	3	1219
	4	1248
	5	1278
	6	1306
	7	1337
	8	1363

SCHEDULE 25

	<u>Step</u>	<u>Monthly Salary</u>
Under minor direction of a major executive performs complex and very difficult work of an important and confidential nature requiring extremely independent analysis and initiative and judgment and very important and constant contacts outside of office and organization. May develop major procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees who have technical backgrounds. Requires exceptional qualifications and unusual skill. Must have special background of training, specialized skills, and knowledge.	1	\$ 1218
	2	1248
	3	1279
	4	1310
	5	1340
	6	1370
	7	1402
	8	1432

SCHEDULE 27

	<u>Step</u>	<u>Monthly Salary</u>
Under minor direction of a major executive performs complex and very difficult work of an important and confidential nature requiring extremely independent analysis and initiative and judgment and extremely important and constant contacts with others outside of the organization. May develop major procedures and have knowledge of established procedures. Must make decisions and recommendations. May supervise employees who have technical backgrounds. Requires exceptional qualifications and unusual skill. Must have special background of training, specialized skills, and knowledge.	1	\$ 1279
	2	1312
	3	1342
	4	1376
	5	1407
	6	1438
	7	1474
	8	1505

COLORADO EDUCATION ASSOCIATION

Staff Salary Schedules
1977-1978

<u>Professional Scale</u>	<u>Support Scale</u>
\$40,200.00	\$12,521.00
32,000.00	12,467.00
26,755.00	12,030.00
26,196.00	11,537.00
25,637.00	11,050.00
24,518.00	11,046.00
23,959.00	10,061.00
22,282.00	9,570.00
20,604.00	8,585.00
19,486.00	8,314.00
17,250.00	

Professional Staff Salary Schedule (Addendum A)

1. Effective July 1, 1977, the salaries of the present professional staff members shall be adjusted as follows:
 - a. Each staff member shall receive a five and one half percent (5½%) cost-of-living increase.
 - b. Each staff member shall then receive a \$475.00 experience increment.
 2. After ratification of this agreement, a sub-committee of CEASO and the Association shall develop a professional staff salary schedule and a support staff salary schedule that incorporates a salary adjustment formula to be applied in future years to both Addendum A and Addendum B schedules.
- The committee's salary schedule and formula shall be submitted to CEASO and to the Association for approval and ratification.

Support Staff Salary Schedule (Addendum B)

1. Effective July 1, 1977, the salaries of support staff members shall be adjusted as follows:
 - a. Each staff member shall receive a five and one-half percent (5½%) cost-of-living increase.
 - b. All eligible support staff members shall receive their regular increment.
 - c. _____ salary classification shall be D 4.5.
 - d. Present staff members on the sixth experience step shall receive a career increment of \$412.00 for 1977-78 budget year.
2. Experience Credit
Persons newly hired shall be introduced into the salary schedule commensurate with their abilities, experience and CEA job description. They shall be given one-half (½) step for each year of prior related experience, not to exceed six (6) years experience. CEASO shall be notified at the time of hiring the placement, grade and experience level of newly hired employees.

COLORADO EDUCATION ASSOCIATION

Support Staff Salary Schedule
1976 - 1977

	1	2	3	4	5	6
A	4,897	5,364	5,830	6,296	6,763	7,229
B	5,364	5,830	6,296	6,763	7,229	7,696
C	5,830	6,296	6,763	7,229	7,696	8,162
D	6,296	6,763	7,229	7,696	8,162	8,628
E	6,763	7,229	7,696	8,162	8,628	9,095
F	7,229	7,696	8,162	8,628	9,095	9,561
G	7,696	8,162	8,628	9,095	9,561	10,028
H	8,162	8,628	9,095	9,561	10,028	10,494
I	8,628	9,095	9,561	10,028	10,494	10,960
J	9,095	9,561	10,028	10,494	10,960	11,427
K	9,561	10,028	10,494	10,960	11,427	11,893

CONNECTICUT EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977-78

<u>Position</u>	<u>Annual Salary</u>
Executive Secretary	\$38,500.00
Deputy Executive Secretary	36,500.00
Directors (3)	31,940.00
Assistant Director Field Service	31,534.00
Attorneys (2)	26,188.00 19,092.00

Professional Staff Salary Schedule
1977-78

<u>Step</u> 1977-78	<u>Annual Salary</u>
0	\$15,948.00
1	16,996.00
2	18,044.00
3	19,092.00
4	20,140.00
5	21,188.00
6	22,236.00
7	23,284.00
8	24,332.00
9	25,380.00
10	27,000.00

All employees will advance one (1) step on Schedule during each year of this agreement.

CONNECTICUT EDUCATION ASSOCIATION

Support Staff Salary Schedule

Salary schedules of the associate staff. Four (4) classes of associate staff salary are established.

Effective on July 1, 1977 the 1977-78 Salary Schedule shall be as follows:

<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
\$6,695	\$7,725	\$8,961	\$9,579
7,107	8,343	9,682	10,403
7,519	8,961	10,403	11,227
7,931	9,579	11,124	12,051
8,343	10,197	11,845	12,875
8,755	10,815	12,566	13,699
9,167	11,423		

Effective on July 1, 1978 the 1978-80 Salary Schedule shall be as follows:

<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
\$6,896	\$7,957	\$9,230	\$9,866
7,320	8,593	9,972	10,715
7,745	9,230	10,715	11,564
8,169	9,866	11,458	12,413
8,593	10,503	12,200	13,261
9,018	11,139	13,023	14,110
9,442	12,064		

1. There shall be lateral movement from the 1976-77 Salary Schedule into the 1977-78 Salary Schedule.
2. Effective on July 1, 1978 each employee shall move up one step from the previous year schedule.
3. Effective on July 1, 1979 each employee shall move up one step from the previous year.

DELAWARE STATE EDUCATION ASSOCIATION

Salary Schedules

Clerical Staff - \$300 Increments

<u>Level I</u>	<u>Level II</u>	<u>Level III</u>
0 - \$4,820	0 - \$6,070	0 - \$6,970
1 - 5,120	1 - 6,370	1 - 7,270
2 - 5,420	2 - 6,670	2 - 7,570
3 - 5,720	3 - 6,970	3 - 7,870
4 - 6,020	4 - 7,270	4 - 8,170
5 - 6,320	5 - 7,570	5 - 8,470
6 - 6,620	6 - 7,870	6 - 8,770
7 - 6,920	7 - 8,170	7 - 9,070
8 - 7,220	8 - 8,470	8 - 9,370
9 - 7,520	9 - 8,770	9 - 9,670
10 - 7,820	10 - 9,070	10 - 9,970

Level IV Staff - \$750 Increments

<u>Level IV Professional</u>	<u>Level IV UniServ</u>
0 - \$11,587	0 - \$16,400
1 - 12,337	1 - 17,150
2 - 13,087	2 - 17,900
3 - 13,837	3 - 18,650
4 - 14,587	4 - 19,400
5 - 15,337	5 - 20,150
6 - 16,087	6 - 20,900
7 - 16,837	7 - 21,650
8 - 17,587	8 - 22,400
9 - 18,337	9 - 23,150
10 - 19,087	10 - 23,900

DISTRICT OF COLUMBIA NATIONAL EDUCATION ASSOCIATION

Salary Schedule

<u>Position</u>	<u>Salary</u>
Executive Director	\$14,000 - 17,000
Clerk Typist	\$3,000

FLORIDA TEACHING PROFESSION

Salary Schedule

<u>Position</u>	<u>Salary</u>
Executive Secretary	\$35,000.00
Assistant Executive Secretary	33,000.00
Director of Affiliate Services	30,000.00
Director of Communications	30,000.00
Administrative Assistant	14,000.00
President's Secretary	10,000.00

Salary Schedule
9/1/77 - 8/31/78

<u>Level</u>	<u>Professional</u>	<u>Secretarial</u>	<u>Clerical</u>	<u>Technical</u>
0	\$18,250	\$ 8,650	\$ 6,875	\$ 8,950
1	18,800	9,075	7,150	9,675
2	19,600	9,500	7,425	10,400
3	20,400	9,950	7,925	11,125
4	21,200	10,400	8,425	11,650
5	22,200	10,975	8,950	12,175
6	23,200	11,550	9,475	12,800
7	24,400	12,125	10,000	13,425
8	25,650	12,700	10,525	14,350

GEORGIA ASSOCIATION OF EDUCATORS
Professional Staff Salary Schedule
1977-78

<u>Years of Experience</u>	<u>Salary</u>
0	\$13,088
1	13,415
2	13,750
3	14,095
4	14,447
5	14,808
6	15,178
7	15,558
8	15,947
9	16,346
10	16,755
11	17,174
12	17,603
13	18,043
14	18,494
15	18,956
16	2½% of Step 15 after three (3) years at Step 15

Criteria for placement on the salary schedule:

1. Initial placement on the salary schedule is based on previous professional staff experience with GAE and/or either parent organization (GT&EA or GEA) or any other association of the United Teaching Profession.
2. Persons who have completed the NEA Intern Program will be credited with one year of experience.

Financial Accountant Salary Schedule

<u>Years of Service</u>	<u>Salary</u>	<u>Years of Service</u>	<u>Salary</u>
Beginning	\$10,830	Nine	\$13,527
One	11,101	Ten	13,865
Two	11,379	Eleven	14,212
Three	11,663	Twelve	14,567
Four	11,955	Thirteen	14,931
Five	12,254	Fourteen	15,304
Six	12,560	Fifteen	15,687
Seven	12,874	Sixteen	16,079
Eight	13,196	Seventeen	16,481

GEORGIA ASSOCIATION OF EDUCATORS

Support Staff Salary Schedule
1977-78

	1	2	3	4	5	6	7	8	9	10	11	12
Clerk I	\$ 5,272	\$ 5,536	\$ 5,813	\$ 6,104	\$ 6,409	\$ 6,729	\$ 7,065	\$(End)	\$	\$	\$	\$
Clerk II		\$ 5,814	6,104	6,409	6,729	7,065	7,418	7,789	(End)			
Clerk III				7,050	7,403	7,773	8,162	8,570	8,999	9,449	(End)	
Artist II		6,870	7,214	7,575	7,954	8,352	8,770	9,209	(End)			
Artist III				7,954	8,352	8,770	9,209	9,669	10,152	10,659	(End)	
Typist I	5,753	6,041	6,343	6,660	6,993	7,343	7,710	(End)				
Typist II		6,343	6,660	6,993	7,343	7,710	8,095	8,500	(End)			
Typist III				7,692	8,077	8,481	8,905	9,350	9,817	10,308	(End)	
Stenographer I	6,232	6,544	6,870	7,214	7,575	7,954	8,352	(End)				
Stenographer II		6,870	7,214	7,575	7,954	8,352	8,770	9,209	(End)			
Stenographer III				7,954	8,352	8,770	9,209	9,669	10,152	10,659	(End)	
Membership and Records II			6,104	6,409	6,729	7,065	7,418	7,789	8,178	(End)		
Membership and Records III					7,403	7,773	8,162	8,570	8,999	9,449	9,921	(End)
Printing II			7,366	7,736	8,121	8,527	8,953	9,401	9,871	(End)		
Printing III					8,933	9,380	9,849	10,341	10,858	11,401	11,971	(End)
Maid	4,352	4,570	4,799	5,039	5,291	5,556	5,834	(End)				
Custodian	6,358	6,676	7,010	7,361	7,729	8,115	8,521	(End)				

HAWAII STATE TEACHERS ASSOCIATION

Revised Salary Schedule
With 5.1% Cost of Living
Effective September 1, 1977

	(1st Yr.) A	(2nd Yr.) B	(3rd Yr.) C	(4th Yr.) D	(5th Yr.) E	(6th Yr.) F	(7th Yr.) G	(8th Yr.) H
SR-1	6,187.00 515.58 24.55 3.17	6,504.00 542.00 25.81 3.33	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,908.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47
SR-2	6,504.00 542.00 25.81 3.33	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,908.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69
SR-3	6,821.00 568.42 27.07 3.49	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92
SR-4	7,169.00 597.42 28.45 3.67	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16
SR-5	7,530.00 627.50 29.88 3.86	7,905.00 659.00 31.38 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.06	10,579.00 881.58 41.98 5.42
SR-6	7,905.00 659.00 31.35 4.05	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69
SR-7	8,300.00 691.67 32.94 4.25	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98
SR-8	8,722.00 726.83 34.61 4.47	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28
SR-9	9,161.00 763.42 36.35 4.69	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59

HAWAII STATE TEACHERS ASSOCIATION

(Continued)

	(1st Yr.)	(2nd Yr.)	(3rd Yr.)	(4th Yr.)	(5th Yr.)	(6th Yr.)	(7th Yr.)	(8th Yr.)
	A	B	C	D	E	F	G	H
SR-10	9,612.00 801.00 38.14 4.92	10,081.00 840.08 40.00 5.16	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.00 53.60 6.92
SR-11	10,081.00 840.08 38.14 4.92	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.00 53.60 6.92	14,185.00 1,182.08 56.29 7.26
SR-12	10,579.00 881.58 41.98 5.42	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63
SR-13	11,122.00 926.83 44.13 5.69	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01
SR-14	11,681.00 973.42 46.35 5.98	12,270.00 1,022.50 48.69 6.28	12,873.00 1,072.75 51.08 6.59	13,506.00 1,125.50 53.60 6.92	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	17,234.00 1,436.17 68.39 8.82
SR-15	14,185.00 1,182.08 56.29 7.26	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21
SR-16	14,895.00 1,241.25 59.11 7.63	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73
SR-17	15,635.00 1,302.92 62.04 8.01	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.30 11.27
SR-18	16,419.00 1,368.25 65.15 8.41	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83
SR-19	17,234.00 1,436.17 68.39 8.82	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83	24,259.00 2,021.58 96.27 12.42
SR-20	18,109.00 1,509.08 71.86 9.27	19,000.00 1,583.33 75.40 9.73	19,936.00 1,661.33 79.11 10.21	20,946.00 1,745.50 83.12 10.73	22,003.00 1,833.58 87.31 11.27	23,104.00 1,925.33 91.68 11.83	24,259.00 2,021.58 96.27 12.42	25,472.00 2,122.67 101.08 13.04

HAWAII STATE TEACHERS ASSOCIATION

(Continued)

Placement on the schedule is as follows:

Switchboard Operator/Receptionist	SR 4
Utility Clerk	SR 5
Account Clerk I	SR 7
Account Clerk II	SR 9
Membership Records Technician	SR 10
Secretary I	SR 8
Secretary II	SR 9
Secretary III	SR 11
Private Secretary	SR 15
Accountant	SR 17
Governance Specialist	SR 20
Legislative Specialist	SR 20
Special Services Coordinator	SR 20
UniServ Directors	SR 20
UniServ Specialists	SR 20

Management Staff

Executive Director	\$30,000
Director of Programs	25,500
Director of Support Services	25,500

IDAHO EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977 - 1978

<u>Step</u>	<u>Salary</u>
1	\$20,332
2	21,552
3	22,090
4	22,628
5	23,168
6	23,707
7	24,245
8	24,784
9	25,323
10	25,862
11	26,401
12	26,939
13	27,478
14	28,017

IDAHO EDUCATION ASSOCIATION
Support Staff Salary Schedule
1977 - 1978

	<u>Clerk Typist</u>	<u>IEA & UniServ Secretaries</u>	<u>Records Manager</u>	<u>Bookkeeper</u>	<u>Office Manager</u>
1	\$6,314 (.82)	\$7,700 (1.00)	\$8,162 (1.06)	\$8,624 (1.12)	\$9,086 (1.18)
2	6,776 (.88)	8,162 (1.06)	8,624 (1.12)	9,086 (1.18)	9,548 (1.24)
3	7,238 (.94)	8,624 (1.12)	9,086 (1.18)	9,548 (1.24)	10,010 (1.30)
4	7,700 (1.00)	9,086 (1.18)	9,548 (1.24)	10,010 (1.30)	10,472 (1.36)
5	8,162 (1.06)	9,548 (1.24)	10,010 (1.30)	10,472 (1.36)	10,934 (1.42)
6	8,624 (1.12)	10,010 (1.30)	10,472 (1.36)	10,934 (1.42)	11,396 (1.48)
7	9,086 (1.18)	10,472 (1.36)	10,934 (1.42)	11,396 (1.48)	11,858 (1.54)
8	---	10,934 (1.42)	11,396 (1.48)	11,858 (1.54)	12,320 (1.60)
9	---	---	11,858 (1.54)	12,320 (1.60)	12,782 (1.66)
10	---	---	---	12,782 (1.66)	13,244 (1.72)
11	---	---	---	---	13,706 (1.78)

ILLINOIS EDUCATION ASSOCIATION

Salary Schedule and Policies

August 1, 1977
Training Range \$15,000-18,000

Step 1	19,000
Step 2	21,000
Step 3	22,125
Step 4	23,250
Step 5	24,375
Step 6	25,500
Step 7	26,625
Step 8	27,750
Step 9	28,875
Step 10	30,000

August 1, 1978
Training Range \$15,000-18,000

Step 1	19,600
Step 2	21,600
Step 3	22,850
Step 4	24,100
Step 5	25,350
Step 6	26,600
Step 7	27,850
Step 8	29,100
Step 9	30,350
Step 10	31,600

Each new employee shall be placed on the salary schedule at the step which accurately represents his/her prior association staff experience or its equivalent.

Each employee not on the maximum step shall receive an annual increment on August 1st in accordance with the following:

1. Those employed for six (6) months or more in the twelve (12) months preceding August 1st shall be given a full increment.
2. Those employed for three (3) months but less than six (6) months in the twelve (12) months preceding August 1st shall be given one-half ($\frac{1}{2}$) of an increment.
3. Those employed for less than three (3) months in the twelve (12) months preceding August 1st shall be given no increment.

Employees shall be granted an additional step if said degree (MA) is earned during the term of employment.

Employees shall be granted an additional step if said degree (PhD or EdD) is earned during the term of employment.

ILLINOIS EDUCATION ASSOCIATION

Salary Schedule
September 1, 1977

Salary Grade	Job Description	A	B	C	D	E	F	G	H	I	J
1	Switchboard/Bookkeeping Clerk										
	Maintenance Custodian										
	Bookkeeper - Spfld.										
	Membership Steno Clerk										
	P. R. Steno Clerk										
	P. R. Artist										
	Field Secretary - Field Offices										
	Field Service Steno-Secretary - Spfld.										
	Legislation & Political Ed. Secretary										
	P. R. Secretary - Oakbrook										
	Research Steno Clerk - Spfld.										
	Machine Operator	3.70	4.00	4.30	4.60	4.85	5.10	5.35	5.60	5.90	6.15
	Human Relations Secretary										
2	Dept. Head Secretary - Spfld.										
	Machine Room Group Leader - Spfld.										
	President's Secretary										
	Legal Secretary										
	Membership Processing Group Leader	3.87	4.17	4.47	4.77	5.02	5.27	5.52	5.77	6.07	6.32

ILLINOIS EDUCATION ASSOCIATION

Salary Schedule

July 1, 1978

<u>Salary Grade</u>	<u>Job Description</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>J</u>	<u>H</u>	<u>I</u>	<u>K</u>
1	Switchboard/Bookkeeping Clerk Maintenance Custodian Bookkeeper - Spfld. Membership Steno Clerk P. R. Steno Clerk P. R. Artist Field Secretary - Field Offices Field Service Steno-Secretary - Spfld. Legislation & Political Ed. Secretary P. R. Secretary - Oakbrook Research Steno Clerk - Spfld. Machine Operator Human Relations Secretary	3.75	4.05	4.35	4.65	4.95	5.20	5.45	5.70	5.95	6.25	6.50
2	Dept. Head Secretary - Spfld. Machine Room Group Leader - Spfld. President's Secretary Legal Secretary Membership Processing Group Leader	3.92	4.22	4.52	4.82	5.12	5.37	5.62	5.87	6.12	6.42	6.67

INDIANA STATE TEACHERS ASSOCIATION

Management Staff Salaries
1977 - 1978

<u>Position</u>	<u>Salary</u>
Executive Director	\$40,766
Deputy Executive Director	34,650
Assistant Executive Director for Professional Development	32,612
Assistant Executive Director for UniServ, Zone I	31,593
Assistant Executive Director for UniServ, Zone II	31,593
Assistant Executive Director for Special Services	29,555
Assistant Executive Director for Legislative Relations	31,593
Business Manager	27,517

INDIANA STATE TEACHERS ASSOCIATION

Professional Staff Salary Schedule
1977-78

<u>Step</u>	<u>Salary</u>
0	\$17,213.02
1	18,616.36
2	19,666.99
3	20,715.48
4	21,765.04
5	22,813.54
6	23,860.96
7	24,911.59
8	26,141.78

INDIANA STATE TEACHERS ASSOCIATION

Support Staff Classifications
and
Support Staff Salary Schedule

<u>Classification</u>	<u>Position</u>	<u>Years</u>	<u>Salary</u>
A	Binders Mail Clerks	0	\$ 6,022
		1	6,253
		2	6,484
		3	6,658
		4	6,832
		5	6,947
		6	7,063
		7	7,180
		8	7,296
		9	7,412
		10	7,528
		11	
		12	
		13	
		14	
		15	
B	Switchboard Operator/Receptionist Bookkeeping Clerk Mailing Machine Operator Membership Clerks	0	\$ 6,185
		1	6,432
		2	6,688
		3	6,946
		4	7,203
		5	7,396
		6	7,589
		7	7,718
		8	7,846
		9	7,975
		10	8,103
		11	
		12	8,232
		13	
		14	
		15	8,361
C	Secretary to Director of Governmental Relations Professional Development Secretary Secretary to Director of Professional Development Secretary to Director of Human Relations Advertising Secretary Administration/Governance Secretary Political Education Secretary	0	\$ 6,641
		1	6,907
		2	7,184
		3	7,
		4	7,737
		5	7,944
		6	8,151
		7	8,289
		8	8,427
		9	8,565
		10	8,704
		11	
		12	8,842
		13	
		14	
		15	8,980

INDIANA STATE TEACHERS ASSOCIATION

Support Staff Classifications
and
Support Staff Salary Schedule

<u>Classification</u>	<u>Position</u>	<u>Years</u>	<u>Salary</u>
D	Research Assistant/Secretary	0	\$ 7,100
	Retirement Consultant/Secretary	1	7,384
	Special Services Personal Secretary	2	7,679
	Accounting Clerk	3	7,975
	AED UniServ Secretaries	4	8,271
	Professional Development Personal Secretary	5	8,491
	Secretary, Business Office	6	8,713
	Secretary to AED for Legislative Relations	7	8,861
	Cashier-Membership Accountant	8	9,008
	Accounting Assistant/Payroll	9	9,156
	Production Assistant	10	9,304
	UniServ Assistant	11	
		12	9,453
		13	
		14	
		15	9,599
E	Typesetter	0	\$ 7,558
	Layout Artist/Typesetter	1	7,860
		2	8,174
		3	8,489
		4	8,803
		5	9,039
		6	9,275
		7	9,432
		8	9,590
		9	9,747
		10	9,904
		11	
		12	10,061
		13	
		14	
		15	10,219
F	Research Assistants, Data Collection and Processing	0	\$ 8,904
		1	9,439
		2	9,973
		3	10,507
		4	11,041
		5	11,576
		6	11,843
		7	12,110
		8	12,377
		9	12,644
		10	12,911

INDIANA STATE TEACHERS ASSOCIATION

Support Staff Classifications
and
Support Staff Salary Schedule

<u>Classification</u>	<u>Position</u>	<u>Years</u>	<u>Salary</u>
G	Accountant	0	\$10,017
	Pressman	1	10,619
	Cameraman/Pressman	2	11,220
		3	11,821
		4	12,422
		5	13,023
		6	13,324
		7	13,624
		8	13,925
		9	14,225
		10	14,526

IOWA STATE EDUCATION ASSOCIATION
Professional Staff Salary Schedule

Basic schedule as of September 1, 1977:

	<u>77-78 Scattergram</u>
B - \$18,000	0
1 - 19,548	1
2 - 20,525	2
3 - 21,503	2
4 - 22,578	3
5 - 23,750	2
6 - 25,020	1
7 - 26,292	6
8 - 27,271	5

Implementation and Continuing Employees Placement

- a. Employees on the 1976/77 Step 6 will be advanced to the 1977/78 Step 7.
- b. Employees on the 1976/77 Step 6, plus one career increment will be advanced to the 1977/78 Step 8.
- c. All other employees will be advanced as provided in Section B. 1. a. of this Article.

IOWA STATE EDUCATION ASSOCIATION

Support Staff Salary Schedule
7/1/77 - 8/31/77

	<u>Classification B</u>	<u>Classification C</u>	<u>Classification D</u>
Base	\$6,081	\$6,810	\$7,688
1	6,324	7,082	7,996
2	6,567	7,354	8,304
3	6,810	7,626	8,612
4	7,053	7,898	8,920
5	7,296	8,170	9,228
6	7,539	8,442	9,536
7	7,782	8,714	9,844
8	8,025	8,986	10,152
9	8,268	9,258	10,460
10	8,511	9,530	10,768
11	8,754	9,802	11,076
12	8,997	10,074	11,384

KANSAS-NATIONAL EDUCATION ASSOCIATION

Management Annual Salary Schedule

- A. Base Salary: \$17,913.00 Maximum Salary: \$30,453
- B. Annual Increments: There shall be ten annual increments of \$1,254.00 each.
- C. New Management employees may be evaluated for a position on the salary schedule on the basis of preparation and experience.
- D. On December 1, 1977 the salary of each MSM shall be increased by an amount to be determined through negotiations.

All benefits are to be retroactive to December 1, 1976.

Professional Annual Salary Schedule

<u>Step</u>	<u>Salary</u>
1	\$15,984
2	17,103
3	18,222
4	19,341
5	20,460
6	21,579
7	22,698
8	23,817
9	24,936
10	26,055

Provisions

1. New employees may be evaluated for a position on the salary schedule on the basis of preparation and experience.
2. PSM employed as of July 1, 1975, who had completed the requirements of a doctorate degree at a recognized university will be allowed \$2,000 extra salary each year.
3. On December 1, 1977 the salary of each PSM shall be increased by an amount to be determined through negotiations.

KANSAS-NATIONAL EDUCATION ASSOCIATION

Auxiliary Annual Salary Schedule
12/1/76 - 11/30/77

<u>Step</u>	<u>Column 1</u>	<u>Column 2</u>
1	\$5,850	\$7,265
2	6,260	7,774
3	6,670	8,283
4	7,080	8,792
5	7,490	9,301
6	7,900	9,810
7	8,310	10,319
8	8,720	10,828
9	9,130	11,337
10	9,540	11,846

Column 1 Typist, Stenographer, Production Room Personnel, Membership and Circulation Personnel, Bookkeeper, Statistics and Records Personnel, Receptionist, Stock and Shipping Clerk, and Custodian.

Column 2 Secretaries, Assistant to Business Manager, Production and Shipping Supervisors, Maintenance.

Provisions:

1. At the beginning of the contract year, employees who have completed 13 to 17 years of service shall receive a seniority increment equal to 6 percent of the base column salary that shall be paid to them in addition to their normal salary. Another such increment shall be given every five years thereafter. Each such increase shall remain in effect for each year of a five year period.
2. On December 1, 1977, the salary of each ASM shall be increased an amount to be determined through negotiations.

KENTUCKY EDUCATION ASSOCIATION

Salary Schedules
Effective September 1976

A. KEASO Administrative Unit Salary Schedule

1976-77

1. Base Salary \$12,510
2. Work Responsibility Increments \$
 - Director 2,500
 - Assistant 1,250
 - UniServ Consultant 1,250
 - UniServ Staff 1,000
3. KEA Experience Increments \$
 - Director 500 per year for 15 years
 - Assistant Director 500 per year for 15 years
 - UniServ Consultant 500 per year for 15 years
 - UniServ Staff 500 per year for 15 years
4. Training Increments \$
 - Bachelor's Degree 0
 - Master's Degree 500
 - Master's Degree plus 30 hours 1,000
 - Doctor's Degree (or equivalent) 1,500
5. Prior Service Increments - Maximum of ten years \$ 200 per year

B. KEASO Intermediate Unit Salary Schedule

1. Base Salary \$ 8,325
2. Training Increment (Work toward Bachelor's Degree) 200 per year for maximum of 4 years
3. Prior Experience Increment 150 per year for maximum of 5 years
4. KEA Service Increment 400 for experience earned after 8-31-75

C. KEASO Supportive Unit Salary Schedule

1. Base Salary \$ 6,019
2. Prior Experience 100 per year for maximum of 2 years
3. Education and Training 200 per year for maximum of 2 years
4. KEA Experience 300 per year for maximum of 10 years

1. After July 1, 1969, those at the maximum KEA experience level (ten years) will be eligible for not less than \$200 per year on recommendation of immediate superior.
2. The "KEA Experience" is increased from \$250 to \$300 on September 1, 1974. The amount of increase is not retroactive.

MAINE TEACHERS ASSOCIATION

Salary Schedule

Headquarters Salary for 1977

Amount

President	\$22,000.00
Executive Director	33,342.76
Associate Executive Director	25,859.57
Director of Public Relations	23,409.92
Director of Field Service	22,934.25
Director of Research	20,920.80
Assistant Director of Public Relations	17,780.00

UniServ

Amount

District I	\$17,541.25
District II	19,212.50
District III	18,257.50
District IV	19,995.60
District V	20,645.00
District VI	19,212.50
District VII	19,212.50
District VIII	14,750.00
District IX	16,108.75
District X	14,750.00

Support Staff

Amount

Bookkeeper	\$13,029.02
Administrative Assistant	11,585.60
Administrative Assistant	10,732.80
Administrative Assistant	9,880.00
Administrative Assistant (2)	9,276.80
Assistant Bookkeeper	8,340.80
Telephone Switchboard Operator	8,569.60
Secretary	7,654.40
Secretary	6,947.20

UniServ

Amount

All office secretaries	\$ 7,654.40
	6,947.20
	6,697.60
	6,240.00
	5,824.00

MARYLAND STATE TEACHERS ASSOCIATION

Staff Salary Schedules

<u>Position</u>	<u>Salary Scale</u>
Executive Secretary	\$30,000 - \$44,000
Associate Executive Secretary	23,049 - 37,800
Assistant Executive Secretary for Information Services	20,925 - 34,317
Assistant Executive Secretary for Field Service	20,925 - 34,317
Assistant Executive Secretary for Research and Governmental Relations	20,925 - 34,317
Assistant Executive Secretary of Legislation and Special Services	20,925 - 34,317
Director of Publications	17,936 - 29,415
Local Executive Director	17,936 - 29,415
Associate in Field Service	16,441 - 26,963
Associate in Professional Service Coordinator, Higher Education	16,441 - 26,963
Field Service Representatives (13)	16,142 - 26,473
Coordinator Maryland State Educational Services Council, MDESC	16,142 - 26,473
Administrative Assistant (2)	10,735 - 17,605
Office Manager and Bookkeeper	10,735 - 17,605
Supervisor of Maintenance	10,034 - 16,456
Administrative Secretary (2)	8,658 - 14,199
Director of Records	8,658 - 14,199
Division Secretary (2)	7,793 - 12,781
Secretary (2)	7,504 - 12,307
Receptionist	6,639 - 10,888
Stenographer-Clerk I (2)	6,639 - 10,888
Maintenance	No Scale
Maintenance (part-time)	No Scale

MASSACHUSETTS TEACHERS ASSOCIATION

Salary Schedules

Management Salaries* (1977-78)

Salary

Executive Secretary-Treasurer	\$54,377
Deputy Executive Secretary	46,962
Associate Executive Secretary	42,019
Assistant Executive Secretary (2)	39,322
Executive Assistant	27,301
Directors (8) (\$32,829 for 1976-77)	Not set
Regional Managers (5) (\$30,829 for 1976-77)	Not set

*includes 10% deferred compensation for those who avail themselves of program.

Professional and Support Salary Steps

<u>Step</u>	<u>Level III</u>	<u>Level IV</u>	<u>Level V</u>	<u>Level VI</u>	<u>Level VII</u>	<u>Level VIII</u>	<u>Level IX</u>
0	\$18,150	16,550	12,470	200	186	174	146
1	19,100	17,400	13,160	212	196	182	154
2	20,050	18,250	13,850	224	206	190	162
3	21,000	19,100	14,540	236	216	201	170
4	21,950	19,975	15,265	248	227	208	178
5	22,900	20,850	16,090	260	237	218	186
6	23,850	21,725	16,715	272	247	226	194
7	24,800	22,600	17,400	284	257	235	203

POSITION CLASSIFICATIONS

A. Position Classification:

LEVEL III	manager of facilities
LEVEL IV	accounting supervisor, data processing manager, printing and mailing supervisor, curriculum information specialist, editorial assistant.
LEVEL V	administrative assistant, building superintendent, assistant credit union manager, work center supervisor.
LEVEL VI	bookkeeper, computer operator, division coordinator, printer, regional service center coordinator, secretary to cabinet.
LEVEL VII	assistant bookkeeper, custodian, membership clerk, regional office secretary, secretary to assistant director, secretary to director, secretary to staff counsel, secretary to credit union manager, secretaries, accounting clerk, hearing clerk, pressman, ESC aide.

MASSACHUSETTS TEACHERS ASSOCIATION

(Continued)

LEVEL VIII assistant membership clerk, clerk-typist, keypunch operator, machine operator, statistical typist, switchboard operator, stenographer, credit union teller, assistant accounting clerk, microfilm clerk, distribution clerk.

LEVEL IX clerk

- B. New position classifications shall be placed at the salary level of the most comparable jobs. When a new position classification is to be established, the MTA will inform the Organization of the proposed position classification, duties and proposed salary level. If the parties are unable to reach agreement on the salary level to be assigned to the position classification within ten (10) days, the matter shall be submitted directly to arbitration for disposition. During arbitration, the MTA may fill the new position after meeting posting requirements. Any change in salary level decided upon by the Arbitrator shall be retroactive to the date the new position classification was filled.
- C. In the event the Employer proposes to change the duties or job content of any position covered by this Agreement it will inform the Organization of the proposed change and give the Organization reasonable opportunity to discuss the change with the Employer. If the Organization believes the proposed change is improper or justifies a change in rate of pay and the parties are unable to reach agreement, the Employer shall have the right to make the change and the Organization shall have the right to submit the matter directly to arbitration for disposition.

Professional Staff Salaries and Payroll Procedures

- 8.01. All employees shall be paid according to the schedules and criteria which are established herein. The salary of an employee shall not be reduced.
- 8.02. The salary schedule and its provisions shall be effective July 1, 1976 and shall continue in effect until agreement is reached on a succeeding contract.

8.02.1	<u>Salary Schedule:</u>	<u>7/1/76-6/30/77</u>	<u>7/1/77-6/30/78</u>	<u>7/1/78-6/30/79</u>
	<u>Step</u>			
	0	\$18,360	\$19,200	\$20,000
	1	19,650	21,000	22,500
	2	22,250	23,500	25,000
	3	24,550	26,000	27,500
	4	26,000	28,000	30,000

MASSACHUSETTS TEACHERS ASSOCIATION

(Continued)

Professional Staff Salaries and Payroll Procedures

- 8.02.2 Each employee with less than one year of continuous service upon the effective date of this Agreement shall be placed on Step 1 and shall advance to Step 2 on the first anniversary of his initial employment, shall advance to Step 3 on the second anniversary of his initial employment, and shall advance to Step 4 on the third anniversary of his initial employment.
- 8.02.3 Each employee with more than one year but less than two years of service on the effective date of this Agreement shall be placed on Step 2 and shall advance to Step 3 on the second anniversary of his initial employment and shall advance to Step 4 on the third anniversary of his initial employment.
- 8.02.4 Each employee with more than two years but less than three years of service on the effective date of this Agreement shall be placed on Step 3 and shall advance to Step 4 on the third anniversary of his initial employment.
- 8.02.5 Each employee with three or more years of service on the effective date of this Agreement shall be placed on Step 4.
- 8.02.6 Each employee hired after the execution date of this Agreement shall be placed on Step 0 and shall advance to Steps 1, 2, 3, and 4, respectively, on the first, second, third and fourth anniversaries, respectively, of his initial employment.
- 8.03. The Employer agrees to deduct from employees' salaries such money as is individually authorized in writing, on a form provided by the Employer, for dues, MTA Credit Union, and other approved programs and services.

MICHIGAN EDUCATION ASSOCIATION

Management Salary Schedule
1977-78

These schedules to be 10-step schedules with even increments of 4.8% of base and half steps of 2.4% for merit use.

<u>Position</u>	<u>Salary Range</u>
Associate Directors	\$30,000 - \$43,000
Director of MEAO	\$28,800 - \$41,239
Directors	\$27,000 - \$38,664
Assistant Director	\$26,000 - \$37,232
Conference Center Director	\$18,000 - \$25,060
Production Supervisor	\$17,000 - \$22,304
Administrative Assistant	\$16,500 - \$21,648
Administrative Secretary	\$15,000 - \$19,680
Personnel Secretary	\$14,500 - \$19,024
Finance Supervisor (new)	\$18,000 - \$22,320
Conference Center Assistant Director	\$12,500 - \$15,750
Conference Center Secretary	\$ 9,500 - \$12,464

MICHIGAN EDUCATION ASSOCIATION
Professional Staff Salary Schedule
1977-80

1977 + 2%

4/1/77 - 8/30/77

Step 1 - \$20,280
Step 2 - 21,530
Step 3 - 22,918
Step 4 - 24,308
Step 5 - 26,390
Step 6 - 27,781
Step 7 - 29,169
Step 8 - 30,558

1977-78 + 3%

9/1/77 - 3/31/78

Step 1 - \$20,888
Step 2 - 22,176
Step 3 - 23,606
Step 4 - 25,037
Step 5 - 27,182
Step 6 - 28,614
Step 7 - 30,044
Step 8 - 31,475

4/1/78 - 3/31/79 + 5.5%

Effective April 1, 1978, there shall be a cost of living adjustment applied to the 1977-78 salary schedule in the amount of the % increase in the all-cities Consumer Price Index between February 1, 1977 and January 31, 1978 provided that in no event shall the increase in the salary schedule exceed 5.5% at each step.

4/1/79 - 3/31/80 + 6%

Effective April 1, 1979, there shall be a cost of living adjustment applied to the 1978-79 salary schedule in the amount of the % increase in the all-cities Consumer Price Index between February 1, 1978 and January 31, 1979 provided that in no event shall the increase in the salary schedule exceed 6% at each step.

MICHIGAN EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-78

PAY STEPS			CLASS CODE	CLASS TITLE	PAY STEPS	
	Hrly.	Annual			MIN.	MAX.
1 -	\$ 3.67	\$ 7,662.96	001	Membership Clerk	5	10
2 -	3.85	8,038.80	002	Membership Processing Coordinator	8	13
3 -	4.04	8,435.52	003	Word Processing Unit Operator	7	12
4 -	4.24	8,853.12	004	Word Processing Unit Coordinator	10	15
5 -	4.45	9,291.60	005	Switchboard Operator-Receptionist	5	10
6 -	4.67	9,750.96	011	Bookkeeper	6	11
7 -	4.91	10,252.08	012	Head Bookkeeper	10	15
8 -	5.16	10,774.08	015	Payroll Clerk	8	13
9 -	5.42	11,316.96	018	Accountant	14	19
10 -	5.68	11,859.84	021	Secretary	6	11
11 -	5.97	12,465.36	022	Senior Secretary	11	16
12 -	6.28	13,112.64	025	Field Secretary	7	12
13 -	6.58	13,739.04	026	Zone Secretary	10	15
14 -	6.91	14,428.08	029	Editorial Assistant	7	12
15 -	7.26	15,158.88	101	Bindery Assistant	1	6
16 -	7.62	15,910.56	102	Layout and Bindery Assistant	7	12
17 -	8.00	16,704.00	103	Addressing Equipment Operator	7	12
18 -	8.41	17,560.08	104	Bindery Machine Operator	6	11
19 -	8.82	18,416.16	105	Offset/Duplicator Operator	8	13
			106	Chief Offset/Duplicator Operator	11	16
			201	Houskeeper	1	6
			203	Assistant Building Engineer	11	16
			204	Building Engineer	14	19
			205	Mail/Supply Room Clerk	1	6
			206	Mailroom Coordinator	8	13
			*207	Supply Room Coordinator	12	17
			301	Library Technician	9	14

*The wage steps for the 207 - Supply Room Coordinator position will be reduced to steps 11-16 when the current employee leaves the position.

MINNESOTA EDUCATION ASSOCIATION
Professional Staff Salary Schedule
Effective 9/1/76 - 8/31/77

	<u>C</u>	<u>B</u>	<u>A</u>
1	\$16,762	\$17,573	\$18,600
2	17,627	18,438	19,519
3	18,492	18,303	20,439
4	19,357	20,168	21,357
5	20,222	21,033	22,276
6	21,087	21,898	23,196
7	21,952	22,763	24,115
8	22,818	23,628	25,034
9	23,683	24,493	25,953
10		25,359	26,872
11			27,792

MINNESOTA EDUCATION ASSOCIATION

Support Staff Salary Schedule
1977-78

Grade	1	2	3	4	5	6	7	8
1	\$439.20	460.62	482.04	503.46	524.90	546.31	567.74	594.52
2	460.62	482.04	503.46	524.90	546.31	567.74	594.52	621.30
3	482.04	503.46	524.90	546.31	567.74	594.52	621.30	648.08
4	503.46	524.90	546.31	567.74	594.52	621.30	648.08	674.86
5	524.90	546.31	567.74	594.52	621.30	648.08	674.86	701.64
6	546.31	567.74	594.52	621.30	648.08	674.86	701.64	728.42
7	567.74	594.52	621.30	648.08	674.86	701.64	728.42	760.55
8	594.52	621.30	648.08	674.86	701.64	728.42	760.55	792.70
9	621.30	648.08	674.86	701.64	728.42	760.55	792.70	824.31
10	648.08	674.86	701.64	728.42	760.55	792.70	824.31	856.76
11	674.86	701.64	728.42	760.55	792.70	824.31	856.96	889.10
12	701.64	728.42	760.55	792.70	824.31	856.96	889.10	926.60

MINNESOTA EDUCATION ASSOCIATION

Support Staff Salary Schedule
Job Classification

Grade 12

Printer

Grade 11

Secretary to Deputy Director
Governmental Relations Secretary
Negotiations Secretary
Field Services Secretary

Grade 10

Legal Secretary
Public Relations Secretary
I & PD Secretary
Research Specialist

Grade 9

Economic Services Secretary
Reception/Switchboard Operator
Associate Programs Secretary
Accounting Clerk
Advocate Secretary
IFO Secretary
MCCFA Secretary
Custodian

Grade 8

General Clerk
Membership Processing Clerk

Grade 7

Membership Clerk

Grade 4

Print Shop Clerk
Mail Clerk
Janitoress

MISSISSIPPI ASSOCIATION OF EDUCATORS
Salary Schedule for Professional Staff

<u>Step</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree + 30</u>
0	\$12,500	\$13,200	\$13,900
1	12,700	13,400	14,100
2	12,900	13,600	14,300
3	13,100	13,800	14,500
4	13,300	14,000	14,700
5	13,500	14,200	14,900
6	13,700	14,400	15,100
7	13,900	14,600	15,300
8	14,100	14,800	15,500
9	14,300	15,000	15,700
10	14,500	15,200	15,900
11	14,700	15,400	16,100
12	14,900	15,600	16,300
13	15,100	15,800	16,500

Salary Schedule for Support Staff

<u>Step</u>	<u>Salary</u>
0	\$6,600
1	6,950
2	7,300
3	7,650
4	8,000
5	8,350
6	8,700
7	9,050
8	9,400
9	9,750
10	10,100

MISSISSIPPI ASSOCIATION OF EDUCATORS

(Continued)

A pro-rata supplement of up to ten percent (10%) of Step 10 on the Support Staff schedule, shall be added to the salaries of Support employee with assigned financial bookkeeping duties, based on the actual amount of time spent keeping books.

The salary schedule for the custodian-mail clerk shall be as follows:

1977-78	\$5,200
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Placement on the Professional Staff schedule shall be based on one step for each year of full-time Association staff experience and/or experience in the teaching profession as a teacher, administrator or supervisor. Placement on the Support Staff schedule shall be based on one step for each year of Association work experience.

Professional and Support employees shall be placed on the salary schedules with the understanding that no employee will receive more than \$1,500 increase or less than a \$500 increase over their 1976-77 salary. However, it is agreed that during the 1978-79 fiscal year each employee will be placed on the salary schedule at the appropriate maximum experience step.

MISSOURI NATIONAL EDUCATION ASSOCIATION

Staff Salary Schedules

Effective September 1, 1977, the salary schedule shall be as follows:
8.1

PROFESSIONAL STAFF

<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>
0	\$ 17,908	4	\$ 22,084
1	18,952	5	23,128
2	19,996	6	24,172
3	21,040	7	25,216

TECHNICAL STAFF

0	\$ 11,000	4	\$ 14,600
1	11,900	5	15,500
2	12,800	6	16,400
3	13,700		

ADMINISTRATIVE & CLERICAL STAFF

A. BOOKKEEPER, MEMBERSHIP ASSISTANT

0	\$ 8,600	4	\$ 11,800
1	9,400	5	12,600
2	10,200	6	13,400
3	11,000		

B. SECRETARY

0	\$ 6,220	4	\$ 9,340
1	7,000	5	10,120
2	7,780	6	10,900
3	8,560	7	11,680

C. CLERK-TYPIST

0	\$ 5,800	4	\$ 8,400
1	6,400	5	9,000
2	7,000		
3	7,600	*	10,500

MISSOURI NATIONAL EDUCATION ASSOCIATION

- 8.2 An employee shall move from his/her current step on the 1976-77 salary schedule to the next step in his/her salary rank on the 1977-78 salary schedule, except that Mary Alice Clifft and Sandy Moran remain off-step on the clerk-typist salary rank and shall be compensated at a gross annual salary of \$10,500.
- 8.3 An employee who is employed by the MNEA on or after September 1, 1977, shall be paid a salary commensurate with his/her qualifications and experience and placed on an appropriate step in the salary schedule of his/her rank.
- 8.4 An employee on the clerk-typist salary rank may advance to the salary step most equivalent but not less than his/her salary on the Secretary Salary Schedule (a) upon furnishing satisfactory evidence of ability to perform the level of skills specified for the Secretary position, (b) provided that a Secretary level position is available in the MNEA office to which he/she is assigned and (c) such evidence is provided prior to March 1 of the contract year.
- 8.5 Except as otherwise provided above, each employee who was employed by the MNEA as of August 31, 1976, shall continue to be credited with any experience steps previously granted.

MONTANA EDUCATION ASSOCIATION

Staff Salary Schedule

<u>Professional Staff</u>	<u>Salary</u>
Executive Secretary	\$31,949.00
Deputy Secretary	29,286.00
Office Manager	18,637.00
Research Director	26,624.00
Communications Director	25,293.00
UniServ Staff	18,637.00 - 25,293.00
 <u>Support Staff</u>	 <u>Salary</u>
Secretaries	\$ 8,560.00 - 11,165.00
Machine Operator	12,840.00

NEBRASKA STATE EDUCATION ASSOCIATION

Salary Schedules for 1976-1979

Professional Level

1.00	\$16,100.00
1.06	17,066.00
1.12	18,032.00
1.19	19,159.00
1.26	20,286.00
1.33	21,413.00
1.40	22,540.00

Specialist Level

1.00	\$ 8,800.00
1.05	9,240.00
1.10	9,680.00
1.15	10,120.00
1.20	10,560.00
1.26	11,088.00
1.32	11,616.00
1.38	12,144.00
1.44	12,672.00
1.50	13,200.00
1.56	13,728.00

Secretarial Level

1.00	\$ 7,100.00
1.05	7,455.00
1.10	7,810.00
1.15	8,165.00
1.20	8,520.00
1.26	8,946.00
1.32	9,372.00
1.38	9,798.00
1.44	10,224.00
1.50	10,650.00
1.56	11,076.00

Executive Secretary: \$33,500.00

Administrative Assistant: (Secretary to the Executive Secretary and
the Board of Directors) \$15,000.00

Director of Member Services: \$29,500.00

NEVADA STATE EDUCATION ASSOCIATION

Salary Schedule
1977 - 78

<u>Position</u>	<u>Salary</u>
Executive Director	\$32,000
Research Director/UniServ	20,700
Public Relations Director/UniServ	19,000
Teacher Rights Director/UniServ	18,000
Office Manager	11,040
Bookkeeper	8,000
Secretary Membership	8,250
Secretary Receptionist	8,970

NEW HAMPSHIRE EDUCATION ASSOCIATION

Professional Staff Salary Schedule

<u>UniServ</u>	
<u>Step</u>	<u>Salary</u>
0	\$14,000
1	14,800
2	15,600
3	16,400
4	17,200
5	18,000
6	18,800
7	19,600
8	20,400
9	21,200
10	22,000
11	22,800
12	23,600

<u>Position</u>	<u>Salary</u>
Executive Director	\$28,000
Coordinator of Field Services	22,500
Financial Administrator	16,300
Confidential Secretary to President and Executive Director	9,500

UniServ	21,511
	20,750
	20,033
	18,000
	17,626
	14,800

Job Classification I	
Receptionist	3.12/hr.
Production Clerk	4.78/hr.

Job Classification II	
Membership Clerk	4.28/hr.

Job Classification III	
Accountant	3.78/hr.
Secretary - UniServ	4.46/hr.
Secretary - UniServ	3.65/hr.
Secretary - UniServ	3.27/hr.

Job Classification IV	
Secretary to Field Services Coordinator	4.22/hr.

NEW HAMPSHIRE EDUCATION ASSOCIATION

Support Staff Salary Schedule

	I	II	III	IV
1	2.66	3.07	3.13	3.28
2	2.89	3.31	3.39	3.56
3	3.12	3.55	3.65	3.84
4	3.35	3.79	3.91	4.12
5	3.58	4.03	4.17	4.40
6	3.81	4.27	4.43	4.68
7	4.04	4.51	4.69	4.96
8	4.27	4.75	4.95	5.24

The Association and NHESO agree that Unit B-C shall be divided into job classifications according to job responsibility. Job classification categories are the same numerically as the hourly rate categories and categories are the same numerically as the hourly rate categories and placement on hourly rate scale.

Job Classifications

I	II	III
Clerk Typist	Membership	Secretary Info Service
Production Clerk	Bookkeeper	Secretary P. D. W.
Receptionist		UniServ Secretary
Pool Secretary		Accountant
IV		
Executive Director/President's Secretary		

NEW JERSEY EDUCATION ASSOCIATION

SALARY GUIDES FOR 1978-79 and 1979-80

For the 1978-79 and 1979-80 years of this Agreement, the salary guide shall be increased by a "cost-of-living per cent" computed in accordance with the procedure set forth below. The per cent increase to be applied to the salary guide for each year shall not be less than 3% or greater than the difference obtained when the per cent cost of the normal increments is subtracted from 9%. For example, if the per cent cost of the normal increments is 3.7% and the "cost-of-living" increase is 6%, the guide shall be increased by 5.3%. If the per cent cost of the normal increments is 4% and the "cost-of-living" increase is 4.5%, the guide shall be increased by 4.5%.

The per cent cost of the normal increments shall be computed for each year by advancing all professional staff entitled to a normal increment one (1) step on the existing salary guide and calculating the total additional cost due to this movement as a per cent of the existing payroll of the professional staff as of December 31, of the prior year.

The "cost-of-living per cent" shall be determined by computing the per cent increase over the prior year of the 12-month average Consumer Price Index for the calendar year immediately preceding September 1 of each succeeding contract year i.e., for the computation of the 1978-79 salary guide, the 1977 calendar year - January to December - shall be used and for the computation of the 1979-80 salary guide, the 1978 calendar year - January to December - shall be used.

The Consumer Price Index used in the above computations shall be the average of the New York-Northeastern New Jersey C.P.I. and the Philadelphia-Southwestern New Jersey C.P.I. as published by the U.S. Bureau of Labor Statistics.

If the Consumer Price Index in its present form and calculated on the same basis shall be revised therefrom or discontinued, the parties shall attempt to determine an appropriate C.P.I. figure by agreement or if agreement is not reached, the parties shall request the Bureau of Labor Statistics to make available a Consumer Price Index in its present form for the appropriate date or dates and calculated on a comparable basis. Any scheduled salary increases delayed by contingencies discussed in this paragraph or by any circumstance which prevents prompt receipt of appropriate C.P.I. information, shall be paid as of the first regular payday subsequent to receipt of the delayed C.P.I. information and shall be retroactive to the appropriate calculation date.

NEW JERSEY EDUCATION ASSOCIATION
SALARY GUIDE FOR PROFESSIONAL STAFF
EFFECTIVE SEPTEMBER 1, 1977

<u>POSITION</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENTS</u>
EXECUTIVE DIRECTOR	\$39,538	\$62,890	12 @ \$1,946
DIRECTOR	27,642	45,759	11 @ 1,647
COORDINATOR	24,816	40,491	11 @ 1,425
FIELD REPRESENTATIVE			
ASSOCIATE DIRECTOR I			
EDITOR	23,391	38,219	11 @ 1,348
DATA PROCESSING MANAGER			
ASSOCIATE DIRECTOR II	22,043	36,871	11 @ 1,348
ASSISTANT DIRECTOR I	19,594	32,519	11 @ 1,175
ASSISTANT DIRECTOR II	17,144	29,508	11 @ 1,124
ASST. MGR. DATA PROCESSING	14,635	24,293	11 @ 878
RESEARCH ASSOCIATE	13,296	20,996	11 @ 700

1. Salary increment-adjustments shall place each employee not at maximum one step higher than in the prior year.
2. Salaries which are currently between two steps shall be maintained at the same fractional part of an increment above the next step.

TITLE	INCR.	1	2	3	4	5	6	7	8	9	10	11	12	13
Executive Director	1,946	39,538	41,484	43,430	45,376	47,322	49,268	51,214	53,160	55,106	57,052	58,998	60,944	62,890
Director	1,647	27,642	29,289	30,936	32,583	34,230	35,877	37,524	39,171	40,818	42,465	44,112	45,759	
Coordinator	1,425	24,816	26,241	27,666	29,091	30,516	31,941	33,366	34,791	36,216	37,641	39,066	40,491	
Field Representative														
Assoc. Director I														
Editor	1,348	23,391	24,739	26,087	27,435	28,783	30,131	31,479	32,827	34,175	35,523	36,871	38,219	
Data Processing Mgr.														
Assoc. Director II	1,348	22,043	23,391	24,739	26,087	27,435	28,783	30,131	31,479	32,827	34,175	35,523	36,871	
Assistant Director I	1,175	19,594	20,769	21,944	23,119	24,294	25,469	26,644	27,819	28,994	30,169	31,344	32,519	
Assistant Director II	1,124	17,144	18,268	19,392	20,516	21,640	22,764	23,888	25,012	26,136	27,260	28,384	29,508	
Asst. Mgr. D. P.	878	14,635	15,513	16,391	17,269	18,147	19,025	19,903	20,781	21,659	22,537	23,415	24,293	
Research Associate	700	13,296	13,996	14,696	15,396	16,096	16,796	17,496	18,196	18,896	19,596	20,296	20,996	

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES, EFFECTIVE
SEPTEMBER 1, 1977

<u>Title</u>	<u>Salary Range No.</u>	<u>Annual Increment</u>	<u>Range</u>	
			<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant N/L	9	610	12195	17075
Supervisor of Business Service N/L	9	610	12195	17075
Data Processing Programmer	9	610	12195	17075
Travel Supervisor N/L	9	610	12195	17075
Supervisor of Building	8	563	11251	15755
Supervisor of Duplicating Services	8	563	11251	15755
Senior Secretary	7	530	10547	14787
Data Processing Supervisor	7	530	10547	14787
Computer Operator-Programmer	6	491	9844	13772
Principal Offset Machine Operator	5	458	9142	12806
Principal Clerk-Buyer	5	458	9142	12806
Principal Clerk-Bookkeeper	5	458	9142	12806
Principal Clerk	5	458	9142	12806
Secretary I	5	458	9142	12806
Data Entry Supervisor	5	458	9142	12806
Secretary II	4	444	8877	12429
Senior Clerk-Typist	3	421	8437	11805
Statistical Clerk	3	421	8437	11805
Senior Clerk	2	386	7735	10823
Clerk-Stenographer	2	386	7735	10823
Data Entry Clerk	2	386	7735	10823
Receptionist	2	386	7735	10823
Clerk-Typist	2	386	7735	10823
Clerk	1	351	7033	9841

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES - SEPTEMBER 1, 1977 (continued)

<u>Range No.</u>	<u>Salary Range</u>	<u>Increment</u>	<u>Min. 1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
9	12195 - 17075	610	12195	12805	13415	14025	14635	15245	15855	16465	17075
8	11251 - 15755	563	11251	11814	12377	12940	13503	14066	14629	15192	15755
7	10547 - 14787	530	10547	11077	11607	12137	12667	13197	13727	14257	14787
6	9844 - 13772	491	9844	10335	10826	11317	11808	12299	12790	13281	13772
5	9142 - 12806	458	9142	9600	10058	10516	10974	11432	11890	12348	12806
4	8877 - 12429	444	8877	9321	9765	10209	10653	11097	11541	11985	12429
3	8437 - 11805	421	8437	8858	9279	9700	10121	10542	10963	11384	11805
2	7735 - 10823	386	7735	8121	8507	8893	9279	9665	10051	10437	10823
1	7033 - 9841	351	7033	7384	7735	8086	8437	8788	9139	9490	9841

NEW JERSEY EDUCATION ASSOCIATION

SCHEDULE A 1977-78 SALARIES

Increase the minimum, maximum and increment of each salary range by 5.5%, plus one step shall be added to the guide.

Adjust each employee to his/her proper place on the proposed guide for 1977-78 based on his/her service credited for salary purposes. Each employee who has received a promotion shall be placed on the appropriate position in his/her new range in accordance with Article XXI, Section D.

Employees whose job classification has been assigned a new range number will occupy the same position in the new range that they occupied in their previous range.

Each employee who was hired after February 1, 1977 shall receive a fractional increment based on his/her period of service during the fiscal year ending on August 31, 1977.

NJEA general staff employees hired on or after September 1, 1977 shall be paid for the fiscal year 1977-78 in accordance with the above Schedule A.

HIRING ABOVE THE MINIMUM SALARY

New employees with the Title of Clerk, Clerk-Typist, Receptionist, Data Entry Clerk, or Clerk-Stenographer, may be granted up to two (2) increments above the starting salary of the range based on previous experience with a maximum of one increment for each year of experience.

A maximum of two (2) increments may be granted for prior full-time service with the NJEA. This will apply to the salary schedule upon which the person is re-employed. This shall apply to present staff. For the purposes of the present contract the adjustment will be made over a two year period.

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES, EFFECTIVE
SEPTEMBER 1, 1978

<u>Title</u>	<u>Salary Range No.</u>	<u>Annual Increment</u>	<u>Range</u>	
			<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant N/L	9	647	12927	18103
Supervisor of Business Service N/L	9	647	12927	18103
Data Processing Programmer	9	647	12927	18103
Travel Supervisor N/L	9	647	12927	18103
Supervisor of Building	8	597	11926	16702
Supervisor of Duplicating Services	8	597	11926	16702
Senior Secretary	7	562	11180	15676
Data Processing Supervisor	7	562	11180	15676
Computer Operator-Programmer	6	520	10435	14595
Principal Offset Machine Operator	5	485	9691	13571
Principal Clerk-Buyer	5	485	9691	13571
Principal Clerk-Bookkeeper	5	485	9691	13571
Principal Clerk	5	485	9691	13571
Secretary I	5	485	9691	13571
Data Entry Supervisor	5	485	9691	13571
Secretary II	4	471	9410	13178
Senior Clerk-Typist	3	446	8943	12511
Statistical Clerk	3	446	8943	12511
Senior Clerk	2	409	8199	11471
Clerk-Stenographer	2	409	8199	11471
Data Entry Clerk	2	409	8199	11471
Receptionist	2	409	8199	11471
Clerk Typist	2	409	8199	11471
Clerk	1	372	7455	10431

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES - SEPTEMBER 1, 1978 (continued)

<u>Range No.</u>	<u>Salary Range</u>	<u>Increment</u>	<u>Min. 1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
9	12927 - 18103	647	12927	13574	14221	14868	15515	16162	16809	17456	18103
8	11926 - 16702	597	11926	12523	13120	13717	14314	14911	15508	16105	16702
7	11180 - 15676	562	11180	11742	12304	12866	13428	13990	14552	15114	15676
6	10435 - 14595	520	10435	10955	11475	11995	12515	13035	13555	14075	14595
5	9691 - 13571	485	9691	10176	10661	11146	11631	12116	12601	13086	13571
4	9410 - 13178	471	9410	9881	10352	10823	11294	11765	12236	12707	13178
3	8943 - 12511	446	8943	9389	9835	10281	10727	11173	11619	12065	12511
2	8199 - 11471	409	8199	8608	9017	9426	9835	10244	10653	11062	11471
1	7455 - 10431	372	7455	7827	8199	8571	8943	9315	9687	10059	10431

NEW JERSEY EDUCATION ASSOCIATION

SCHEDULE A 1978-79 SALARIES

Increase the minimum, maximum and increment of each salary range by 6%.

Adjust each employee to his/her proper place on the proposed guide for 1978-79 based on his/her service credited for salary purposes. Each employee who has received a promotion shall be placed on the appropriate position in his/her new range in accordance with Article XXI, Section D.

Each employee who was hired after February 1, 1978 shall receive a fractional increment based on his/her period of service during the fiscal year ending on August 31, 1978.

NJEA general staff employees hired on or after September 1, 1978 shall be paid for the fiscal year 1978-79 in accordance with the above Schedule A.

HIRING ABOVE THE MINIMUM SALARY

New employees with the title of Clerk, Clerk-Typist, Receptionist, Data Entry Clerk, or Clerk-Stenographer, may be granted up to two (2) increments above the starting salary of the range based on previous experience with a maximum of one increment for each year of experience.

A maximum of two increments may be granted for prior full-time service with the NJEA. This will apply to the salary schedule upon which the person is re-employed. This shall apply to present staff. For the purposes of the present contract the adjustment will be made over a two year period.

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES, EFFECTIVE
SEPTEMBER 1, 1979

<u>Title</u>	<u>Salary Range No.</u>	<u>Annual Increment</u>	<u>Range</u>	
			<u>Minimum</u>	<u>Maximum</u>
Administrative Assistant N/L	9	683	13638	19102
Supervisor of Business Services N/L	9	683	13638	19102
Data Processing Programmer	9	683	13638	19102
Travel Supervisor N/L	9	683	13638	19102
Supervisor of Building	8	630	12582	17622
Supervisor of Duplicating Services	8	630	12582	17622
Senior Secretary	7	593	11795	16539
Data Processing Supervisor	7	593	11795	16539
Computer Operator Programmer	6	549	11009	15401
Principal Offset Machine Operator	5	512	10224	14320
Principal Clerk Buyer	5	512	10224	14320
Principal Clerk Bookkeeper	5	512	10224	14320
Principal Clerk	5	512	10224	14320
Secretary I	5	512	10224	14320
Data Entry Supervisor	5	512	10224	14320
Secretary II	4	497	9928	13904
Senior Clerk-Typist	3	471	9435	13203
Statistical Clerk	3	471	9435	13203
Senior Clerk	2	431	8650	12098
Clerk-Stenographer	2	431	8650	12098
Data Entry Clerk	2	431	8650	12098
Receptionist	2	431	8650	12098
Clerk Typist	2	431	8650	12098
Clerk	1	392	7865	11001

NEW JERSEY EDUCATION ASSOCIATION

SALARY SCHEDULE FOR GENERAL STAFF EMPLOYEES - SEPTEMBER 1, 1979 (continued)

<u>Range No.</u>	<u>Salary Range</u>	<u>Increment</u>	<u>Min. 1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
9	13638 - 19102	683	13638	14321	15004	15687	16370	17053	17736	18419	19102
8	12582 - 17622	630	12582	13212	13842	14472	15102	15732	16362	16992	17622
7	11795 - 16539	593	11795	12388	12981	13574	14167	14760	15353	15946	16539
6	11009 - 15401	549	11009	11558	12107	12656	13205	13754	14303	14852	15401
5	10224 - 14320	512	10224	10736	11248	11760	12272	12784	13296	13808	14320
4	9928 - 13904	497	9928	10425	10922	11419	11916	12413	12910	13407	13904
3	9435 - 13203	471	9435	9906	10377	10848	11319	11790	12261	12732	13203
2	8650 - 12098	431	8650	9081	9512	9943	10374	10805	11236	11667	12098
1	7865 - 11001	392	7865	8257	8649	9041	9433	9825	10217	10609	11001

NEW JERSEY EDUCATION ASSOCIATION

SCHEDULE A 1979-80 SALARIES

Increase the minimum, maximum and increment of each salary range by 5.5%.

Adjust each employee to his/her proper place on the proposed guide for 1979-80 based on his/her service credited for salary purposes. Each employee who has received a promotion shall be placed on the appropriate position in his/her new range in accordance with Article XXI, Section D.

Each employee who was hired after February 1, 1979 shall receive a fractional increment based on his/her period of service during the fiscal year ending on August 31, 1979.

NJEA general staff employees hired on or after September 1, 1979 shall be paid for the fiscal year 1979-80 in accordance with the above Schedule A.

HIRING ABOVE THE MINIMUM SALARY

New employees with the title of Clerk, Clerk-Typist, Receptionist, Data Entry Clerk, or Clerk-Stenographer, may be granted up to two (2) increments above the starting salary of the range based on previous experience with a maximum of one increment for each year of experience.

A maximum of two increments may be granted for prior full-time service with the NJEA. This will apply to the salary schedule upon which the person is re-employed. This shall apply to present staff. For the purposes of the present contract the adjustment will be made over a two year period.

NATIONAL EDUCATION ASSOCIATION-NEW MEXICO

State Staff Salary Schedule
1977-78

<u>Position</u>	<u>Salary</u>
Executive Secretary	\$34,000.00
Deputy Executive Secretary	27,200.00
Assistant Executive Secretary	25,500.00
Business Manager	22,100.00
Administrative Assistant	12,580.00
Secretary	11,145.00
Secretary	11,113.00
Secretary	8,090.00
Secretary (2)	6,480.00
Maintenance Supervisor	11,294.00
Printer	9,493.00
Custodian	8,473.00
Custodian	7,146.00
Contract Help	4,000.00

NORTH CAROLINA ASSOCIATION OF EDUCATORS

Professional Staff Salary Schedule

Executive Secretary and Associate Executive Secretary

<u>Step</u>	<u>Salary</u>
1	\$29,307
2	31,457
3	33,607
4	35,757
5	37,907
6	40,057
7	42,207
8	44,357

Step #7 is the top salary for the Associate Executive Secretary

NORTH CAROLINA ASSOCIATION OF EDUCATORS

Staff Salary Schedules

	<u>STENO</u>			<u>ACCOUNTING CLERK</u>			<u>SPECIAL SERVICES</u>	
	I	II	III	I	II	III	I	II
\$ 5,934	1							
6,150	2							
6,390	3			1				
6,654	4	1		2				
6,918	5	2		3				
7,206	6	3		4	1			
7,506	7	4	1	5	2			
7,830	8	5	2	6	3			
8,166		6	3	7	4			
8,502		7	4	8	5	1		
8,862		8	5		6	2		
9,234			6		7	3		
9,618			7		8	4		
10,026			8			5	1	
10,458						6	2	
10,914						7	3	
11,394						8	4	1
11,898							5	2
12,426							6	3
12,990							7	4
13,566							8	5
14,166								6
14,802								7
15,486								8

<u>Asst. Exec. Sec. & Editor</u>		<u>Director & Asst. Editor</u>		<u>Adm. Asst.</u>		<u>Assistants</u>		<u>UniServ Consultants</u>		<u>Comptroller</u>	
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
0	19,520	0	14,974	0	13,930	0	14,071	0	14,071	0	15,250
1	20,435	1	15,685	1	14,634	1	14,803	1	14,803	1	15,688
2	21,403	2	16,450	2	15,139	2	15,329	2	15,329	2	16,125
3	22,422	3	17,211	3	15,805	3	16,021	3	16,021	3	16,563
4	23,493	4	18,198	4	16,504	4	16,748	4	16,748	4	17,000
5	24,527	5	19,217	5	17,252	5	17,526	5	17,526	5	17,438
6	25,695	6	19,885	6	17,982	6	18,285	6	18,285	6	17,875
7	27,428	7	21,025	7	18,735	7	19,068	7	19,068	7	18,313
8	28,356	8	21,843	8	19,520	8	19,885	8	19,885	8	18,750
								9	20,735		
								10	21,585		

NORTH DAKOTA EDUCATION ASSOCIATION

Salary Schedule
1977-78

<u>Position</u>	<u>Salary</u>
Executive Director	\$31,200.00
Assistant Executive Director for Publications & Information	25,756.50
Assistant Executive Director	22,800.00
Director of Professional Development	20,475.00
Director of Educational Programs	17,850.00
Administrative Assistant	15,235.00
Secretary (2)	9,240.00
Secretary	7,920.00
Membership Clerk (10 months)	7,700.00

OHIO EDUCATION ASSOCIATION

Professional Staff Salary Schedule
Effective September 1, 1977

Years	I	II	III	IV	V	VI	VII
0	0	\$19,647	\$21,657	\$23,275	\$25,191	\$27,179	0
1	0	20,627	22,739	24,437	26,453	28,539	0
2	0	21,461	23,657	25,444	27,563	29,757	0
3	0	22,334	24,619	26,506	28,730	31,039	0
4	\$17,384	23,255	25,626	27,614	29,947	32,385	0
5	17,975	24,216	26,690	28,784	31,229	33,795	0
6	0	0	27,807	30,005	32,583	35,283	0
7	0	0	28,976	31,299	34,049	36,840	40,108
8	0	0	30,185	32,649	35,485	38,473	41,908
9	0	0	0	0	37,043	40,190	43,799

Classified Staff Salary Schedule

<u>Classification</u>	<u>Range</u>	<u>Annual Salary</u>
Account Clerk I	5	\$ 8,080 - \$11,937
Account Clerk II	8	9,349 - 13,813
Account Clerk III	9	10,15 - 15,239
Administrative Secretary	10	11,942 - 17,644
Advertising Assistant	8	9,349 - 13,813
Building Superintendent	8	9,349 - 13,813
Clerk I	1	5,991 - 8,852
Clerk II	2	6,605 - 9,758
Clerk III	4	7,671 - 11,334
Clerk IV	5	8,080 - 11,937
Clerk V	7	8,891 - 13,135
Communications Technician II	5	8,080 - 11,937
Communications Technician III	8	9,349 - 13,813
Computer Operator	7	8,891 - 13,135
Custodian	2	6,605 - 9,758
Key Punch Operator	3	7,317 - 10,811
Legal Secretary	8	9,349 - 13,813
Multilith Operator	6	8,486 - 12,538
Office Machine Operator	10	11,942 - 17,644
Programmer	10	11,942 - 17,644
Programmer Trainee	7	8,891 - 13,135
Receptionist	3	7,317 - 10,811
Secretary I	6	8,486 - 12,538
Secretary II	7	8,891 - 13,135
Secretary III	8	9,349 - 13,813
Supervising Secretary	9	10,315 - 15,239
Stenographer	6	8,486 - 12,538
Typist Clerk I	3	7,317 - 10,811
Typist Clerk II	4	7,671 - 11,334
Typist Clerk III	5	8,080 - 11,937
Utility Clerk	3	7,317 - 10,811
Watchman	1	5,991 - 8,852

OHIO EDUCATION ASSOCIATION
Classified Staff Salary Schedule

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 7	Range 8	Range 9	Range 10
A	\$ 5,991 230.42 2.88	\$ 6,605 254.04 3.18	\$ 7,317 281.42 3.52	\$ 7,671 295.04 3.69	\$ 8,080 310.77 3.88	\$ 8,486 326.38 4.08	\$ 8,891 341.96 4.27	\$ 9,349 359.58 4.49	\$10,315 396.73 4.96	\$11,942 459.31 5.74
B	6,291 241.96 3.02	6,935 266.73 3.33	7,683 295.50 3.69	8,055 309.81 3.87	8,483 326.27 4.08	8,910 342.69 4.28	9,335 359.04 4.49	9,817 377.58 4.72	10,831 416.58 5.21	12,540 482.31 6.03
C	6,606 254.08 3.18	7,282 280.08 3.50	8,068 310.31 3.88	8,458 325.31 4.07	8,908 342.62 4.28	9,356 359.85 4.50	9,802 377.00 4.71	10,307 396.42 4.96	11,372 437.38 5.47	13,166 506.38 6.33
D	6,936 266.77 3.33	7,646 294.08 3.68	8,471 325.81 4.07	8,881 341.58 4.27	9,353 359.73 4.50	9,823 377.81 4.72	10,292 395.85 4.95	10,823 416.27 5.20	11,941 459.27 5.74	13,825 531.73 6.65
E	7,282 280.08 3.50	8,028 308.77 3.86	8,894 342.08 4.28	9,324 358.62 4.48	9,821 377.73 4.72	10,315 396.73 4.96	10,807 415.65 5.20	11,364 437.08 5.46	12,537 482.19 6.03	14,516 558.31 6.98
F	7,647 294.12 3.68	8,429 324.19 4.05	9,339 359.19 4.49	9,791 376.58 4.71	10,311 396.58 4.96	10,831 416.58 5.21	11,347 436.42 5.46	11,932 458.92 5.74	13,164 506.31 6.33	15,242 586.23 7.33
G	8,029 308.81 3.86	8,851 340.42 4.26	9,806 377.15 4.71	10,280 395.38 4.94	10,827 416.42 5.21	11,372 437.38 5.47	11,914 458.23 5.73	12,529 481.88 6.02	13,823 531.65 6.65	16,004 615.54 7.69
H	8,430 324.23 4.05	9,293 357.42 4.47	10,296 396.00 4.95	10,794 415.15 5.19	11,369 437.27 5.47	11,941 459.27 5.74	12,510 481.15 6.01	13,155 505.96 6.32	14,514 558.23 6.98	16,804 646.31 8.08
I	8,852 340.46 4.26	9,758 375.31 4.69	10,811 415.81 5.20	11,334 435.92 5.43	11,937 459.12 5.74	12,538 482.23 6.03	13,135 505.19 6.31	13,813 531.27 6.64	15,239 586.12 7.33	17,644 678.62 8.48

Salary schedule based on 75% of 6.8% (CPI as of April 30, 1977). Figures listed above are annual, bi-weekly, and hourly.

OREGON EDUCATION ASSOCIATION
Professional Staff Salary Schedule

<u>Step</u>	<u>1977-78 Salary</u>	<u>1978-79 Salary</u>
0	\$20,000	\$21,000
1	20,950	21,700
2	21,900	22,731
3	22,850	23,762
4	23,800	24,792
5	24,750	25,823
6	25,700	26,854
7	26,650	27,885
8	27,600	28,915
9	28,550	29,946
10	29,500	30,977
Long. I	30,450	32,008
Long. II	30,950	32,508

Longevity I: Based on 10 or more years experience credit with less than 10 years in OEA.

Longevity II: Based on 10 or more years experience credit with more than 10 years in OEA.

New employees shall be hired at the minimum salary based upon their association staff or similar job-related experience. Nine (9) months or more shall be considered as one year's employment for purposes of salary placement only.

All employees except contracted employees shall be paid according to the salary provisions in this Article. (Article XXXVI - Salary)

The base, increment, and number of levels for employee salaries shall be as follows: (See salary chart above)

OREGON EDUCATION ASSOCIATION
Classified Staff Salary Schedule
1977-78

STEP	I Clerk	II Secretary	III Technician	IV Specialist
0	\$ 7,828	\$ 8,286	\$ 9,199	\$ 9,656
1	8,128	8,586	9,499	9,956
2	8,428	8,886	9,799	10,256
3	8,728	9,186	10,099	10,556
4	9,028	9,486	10,399	10,856
5	9,328	9,786	10,699	11,156
6	9,628	10,086	10,999	11,456
7	9,928	10,386	11,299	11,756
8	10,228	10,686	11,599	12,056
9	10,528	10,986	11,899	12,356
10	10,828	11,286	12,199	12,656
11	11,128	11,586	12,499	12,956

This salary schedule shall be utilized for placement of new employees during 1977-78 and as a base for calculation of new salary schedule for 1978-79.

OVERSEAS EDUCATION ASSOCIATION

Staff Salary Schedule
1977-78

<u>Position</u>	<u>Salary</u>
Executive Director	\$24,000
UniServ Director	20,000
UniServ Director	19,000
Office Manager	15,000

ASOCIACION DE MAESTROS DE PUERTO RICO

Staff Salary Schedules

<u>Position</u>	<u>Monthly Salary</u>
Presidente (President)	\$1,997.00
Secretaria Ejecutiva (Executive Secretary)	1,997.00

Management Staff Salary Schedule

Ayudante del President (Presidential Assistant)	1,000.00
Subsecretario Ejecutivo (Deputy Under Secretary)	1,418.00
Auditor	1,800.00
Subauditor (Deputy Auditor)	849.00
Directora de Personal (Personnel Director)	1,199.00
Supervisor Archivos (Filing Supervisor)	546.00
Directora Turismo (Director of Tourism)	1,007.00
Subdirectora Turismo (Assistant Director of Tourism)	722.00
Dir. Division of Proces. Data (Dir. of Data Processing)	1,500.00
Oficial Relaciones Públicas (Pub. Rel. Office Div.)	1,000.00
Oficial Asistente Rel. Públicas (Asst. Pub. Rel. Officer)	715.00
Tesorero (Treasurer)	1,650.00
Subtesorero (Assistant Treasurer)	1,100.00
Directora Admisiones (Director of Admissions)	1,194.00
Dir. División Seguros (Dir. of the Insurance Division)	1,000.00
Subdirectora Div. Seguros (Asst. Dir. of the Insur. Div.)	849.00
Dir. Programa Serv. Médicos (Dir. of Medical Serv. Programs)	1,650.00
Dir. Asociado de Serv. Médicos (Assoc. Dir. of Medical Serv. Programs)	1,375.00
Dir. Consultorio Central (Director of the Central Clinic)	1,650.00
Admin. Centro Diag. y Tratamiento (Administrator of Diagnostic and Treatment Center)	1,000.00
Supervisor Consultorio (Clinic Supervisor)	715.00
Administrador Egida (Administrator of the Nursing Home)	1,243.00
Asesor Artes Gráficas (Graphic Arts Advisor)	1,300.00
Coordinador Central (Central Coordinator)	1,430.00
Jefe Compras y Suministros (Director of Purchasing)	1,418.00

Professional Staff Salary Schedule

Oficial Enlace (Liaison Officer)	750.00
Secretaria Administrativa (Administrative Secretary)	1,000.00
Asesor General (General Advisor)	250.00
Coordinador Regional (Regional Coordinator)	1,000.00
Coordinador Regional (Regional Coordinator)	1,100.00
Supervisor Limpieza y Mantenimiento (Maintenance Supervisor)	655.00
Especialista en Contabilidad (Accounting Specialist)	714.00
Jefe Sección Intervencion Cuentas (Chief of Bill Pre-audit Division)	778.00
Supervisor Grupo Trabajo (Work Group Supervisor)	655.00

ASOCIACION DE MAESTROS DE PUERTO RICO

Professional Staff Salary Schedule
(Continued)

<u>Position</u>	<u>Monthly Salary</u>
Programador I (Programmer)	\$ 963.00
Jefe Sección Maquinas Perf. y Verificadoras (Director of Data Processing)	655.00
Supervisor Recaudaciones (Supervisor of Accounts Receivable)	798.00
Supervisor Investigaciones (Supervisor of Investigations)	660.00
Directora Servicios Enfermería (Director of Nursing Services)	880.00
Supervisora Citas (Appointments Supervisor)	633.00
Administradora Enfermeras (Administrator of Nursing)	747.00
Medico Generalista (General Practitioner)	2,200.00
Oficial Administrativo (Administrative Officer)	253.00
Oficial de Estadísticas (Statistical Officer)	715.00
Supervisor Facturación y Cobros (Supervisor of Invoices and Accounts Payable)	750.00
Supervisor Admisiones (Admissions Supervisor)	600.00

Support Staff Salary Schedule

Oficinista Taquígrafo III (Stenographer)	682.00
Conductor Autos (Chauffer)	528.00
Oficinista Dactilógrafo I (Clerk Typist I)	486.00
Oficinista Taquígrafo II (Stenographer II)	547.00
Oficinista I (Clerk I)	414.70
Operador Cuadro Telefonico (Switchboard Operator)	448.00
Mensajero (Messenger)	486.00
Conserje (Janitor)	414.70
Técnico Refrigeración (Air Conditioning Technician)	735.00
Ayudante Técnico Refrigeración (Asst. Air Conditioning Tech.)	450.00
Carpintero (Carpenter)	500.00
Pintor (Painter)	450.00
Oficinista Presupuesto (Budget Clerk)	480.00
Oficinista Contabilidad (Accounting Clerk)	480.00
Oficinista Codificación (Filing Clerk)	486.00
Oficinista Dactilógrafo III (Clerk Typist III)	682.00
Operador Maq. Proces. Data (Data Processing Operator)	625.00
Oficial Recaudaciones (Officer of Accounts Receivable)	682.00
Oficinista II (Clerk II)	486.00
Oficinista Dactilógrafo II (Clerk Typist II)	528.00
Oficinista III (Clerk III)	528.00
Oficinista Estadísticas (Statistics Clerk)	423.00
Enfermera Práctica (Registered Nurse)	400.00
Jardinero (Gardener)	414.70

NATIONAL EDUCATION ASSOCIATION-RHODE ISLAND

Salary Schedule

<u>Position</u>	<u>Annual Salary</u>
Executive Director	\$36,425.00
UniServ	28,200.00
UniServ	26,600.00
UniServ	24,800.00
UniServ (2)	23,500.00
Office Manager	13,400.00
Secretary	10,400.00
Secretary	8,600.00
Secretary	7,600.00

SOUTH CAROLINA EDUCATION ASSOCIATION

Salary Schedule

<u>Position</u>	<u>Salary</u>
Executive Director	\$34,000
Associate Executive Director	31,005
Program Planning and Development Director	2,287

6% increase every 2 years for all categories beyond the ninth (9th) step.

There will be a wage reopener for the purpose of negotiating salaries, for the 1976-77 membership year, provided active membership reaches 24,250 paid members as of February 1, 1977 and no later than June 30, 1977.

This contract shall be in effect through June 30, 1978. Article X, Salaries, shall be reopened for negotiations sixty (60) days prior to the end of the fiscal year 1977. Any other items, mutually agreed to, shall be reopened for negotiations.

SOUTH CAROLINA EDUCATION ASSOCIATION

Salary Schedule

			Custodial	Clerical	Secretarial	Personnel Secretary	Technical	Specialist	UniServ	Manager
Base			\$5,575	\$6,150	\$6,975	\$7,225	\$7,775	\$10,550	\$14,100	\$14,100
% Inc	Step									
	0	5,575	6,150	6,975	7,225	7,775	10,550	14,100	14,100	
	$\frac{1}{2}$						10,814	14,453	14,453	
.05	1	5,854	6,457	7,324	7,586	8,164	11,077	14,805	14,805	
	$\frac{1}{2}$						11,341	15,157	15,157	
.05	2	6,133	6,764	7,673	7,947	8,553	11,604	15,510	15,510	
	$\frac{1}{2}$						11,973	16,003	16,003	
.07	3	6,523	7,194	8,161	8,453	9,097	12,342	16,497	16,497	
.07	4	6,913	7,624	8,649	8,959	9,641	13,080	17,484	17,484	
.07	5	7,303	8,054	9,137	9,465	10,185	13,818	18,471	18,471	
.07	6	7,693	8,484	9,625	9,971	10,729	14,556	19,453	19,458	
.05	7	7,972	8,791	9,974	10,332	11,118	15,083	20,163	20,163	
.05	8	8,251	9,098	10,323	10,693	11,507	15,610	20,868	20,868	
.05	9	8,530	9,405	10,672	11,054	11,896	16,137	21,573	21,573	

SOUTH DAKOTA EDUCATION ASSOCIATION

Salary Schedules
Effective July 1, 1977

Step	Administrative Assistant/ Office Manager		UniServ Director		Director	
1	1.10	\$ 9,845	1.90	\$17,005	1.95	\$17,452
2	1.17	10,472	1.98	17,721	2.03	18,168
3	1.24	11,098	2.07	18,526	2.12	18,974
4	1.31	11,725	2.16	19,332	2.21	19,775
5	1.38	12,351	2.25	20,137	2.32	20,764
6	1.45	12,978	2.34	20,943	2.39	21,390
7	1.52	13,604	2.43	21,748	2.48	22,196
8	1.59	14,231	2.51	22,464	2.56	22,912
9	1.66	14,857	2.59	23,180	2.64	23,628
10	1.73	15,484	2.67	23,896	2.72	24,344
11		16,584	2.75	24,612	2.80	25,060
7% = \$626.50			8% = \$716.00			
			9% = \$805.50			

Step	UniServ Secretary		Secretary		Records Manager	
1	.70	\$ 6,265	.75	\$ 6,712	.85	\$ 7,607
2	.75	6,712	.80	7,160	.91	8,145
3	.80	7,160	.85	7,607	.97	8,682
4	.85	7,607	.90	8,055	1.03	9,219
5	.90	8,055	.95	8,502	1.09	9,756
6	.95	8,502	1.00	8,950	1.15	10,293
7	1.00	8,950	1.05	9,397	1.21	10,830
8	1.05	9,397	1.10	9,845	1.27	11,367
9	1.10	9,845	1.15	10,292	1.33	11,904
10	1.15	10,292	1.20	10,740	1.39	12,441 (13,207)
5% = \$447.50			5% = \$447.50		6% = \$537.00	

TENNESSEE EDUCATION ASSOCIATION
Professional Staff Salary Schedule
Proposed 1977-78 Salary Schedule

Level/Years
of Experience

	0	1	2	3	4	5	6	7	8	9	10
Index	.83	.87	.92	.96	1.01	1.05	1.10	1.14	1.19	1.23	1.28
Specialist	\$11,139	\$11,675	\$12,346	\$12,883	\$13,554	\$14,091	\$14,762	\$15,299	\$15,970	\$16,507	\$17,178
1977-78 Proposed	11,807	12,376	13,087	13,656	14,367	14,936	15,647	16,216	16,928	17,497	18,208
UniServ Reps. Assistants Business Mgr. Consultants Coordinator	1.00 \$13,420	1.05 \$14,091	1.11 \$14,896	1.16 \$15,567	1.22 \$16,372	1.28 \$17,178	1.34 \$17,983	1.41 \$18,922	1.48 \$19,862	1.55 \$20,801	1.63 \$21,875
1977-78 Proposed	14,225	14,936	15,790	16,501	17,354	18,208	19,061	20,057	21,053	22,049	23,187
Directors	1.20 \$16,104	1.26 \$16,909	1.32 \$17,714	1.39 \$18,654	1.46 \$19,593	1.53 \$20,533	1.61 \$21,606	1.69 \$22,680	1.77 \$23,753	1.86 \$24,961	1.96 \$26,303
1977-78 Proposed	17,070	17,923	18,777	19,773	20,768	21,764	22,902	24,040	25,178	26,458	27,881
Assistant Ex. Sec'y.	1.41 \$18,922	1.48 \$19,862	1.55 \$20,801	1.63 \$21,875	1.71 \$22,948	1.80 \$24,156	1.90 \$25,498	2.00 \$26,840	2.10 \$28,182	2.21 \$29,658	2.32 \$31,134
1977-78 Proposed	20,057	21,053	22,049	23,187	24,325	25,605	27,027	28,450	29,872	31,437	33,002
Associate Ex. Sec'y.	1.47 \$19,727	1.54 \$20,667	1.62 \$21,740	1.70 \$22,814	1.79 \$24,022	1.88 \$25,230	1.97 \$26,437	2.07 \$27,799	2.17 \$29,121	2.26 \$30,329	2.39 \$32,074
1977-78 Proposed	20,911	21,906	23,044	24,182	25,463	26,743	28,023	29,446	30,868	32,148	33,998
Ex. Sec'y.	1.77 \$23,753	1.86 \$24,961	1.95 \$26,169	2.05 \$27,511	2.15 \$28,853	2.26 \$30,329	2.37 \$31,805	2.49 \$33,416	2.61 \$35,026	2.74 \$36,771	2.88 \$38,650
1977-78 Proposed	25,178	26,458	27,739	29,161	30,584	32,148	33,713	35,420	37,127	38,976	40,968

TENNESSEE EDUCATION ASSOCIATION

Supportive Staff Salary Schedule
Proposed 1977-78 Salary Schedule

<u>Secretaries</u>	<u>Current</u>	<u>Proposed</u>
	\$12,000	\$13,200
	10,824	11,906
	10,236	11,260
	10,176	11,194
	9,264	10,190
	8,700	9,570
	8,580	9,438
	8,484	9,332
	7,836	8,620
	7,200	7,920
	7,128	7,841
	6,936	7,630
	6,804	7,484
	6,600	7,260
 Printers	 10,872	 11,959
	9,936	10,930
	6,864	7,550
 Custodian	 6,060	 6,666

TEXAS STATE TEACHERS ASSOCIATION

Professional Staff Salary Schedule
Effective September 1, 1976

<u>Position</u>	<u>Level</u>	<u>Base</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
Chief of Printing and Mailing Services Legislative Analyst Librarian	I	\$14,400	15,120	15,934	16,668	17,496	18,372	19,296	20,236	21,264	22,332	23,448
Consultant in Governmental Relations Consultant in Instructional Services Consultant in Membership and Member Services Consultant in Publications Consultant in Special Services Data Processing Supervisor Regional UniServ Consultant Research Consultant	II	\$15,672	16,452	17,280	18,144	19,056	20,004	21,000	22,036	23,160	24,324	25,536
Regional UniServ Director-Consultant	III	\$16,632	17,460	18,336	19,248	20,208	21,216	22,272	23,388	24,552	25,776	27,060
Assistant Director	IV	\$17,580	18,456	19,380	20,352	21,372	22,440	23,568	24,744	25,980	27,276	28,644
Administrative Assistant	V	\$19,488	20,460	21,480	22,560	23,688	24,876	26,124	27,432	28,800	30,240	31,752
Director Comptroller	VI	\$20,760	21,804	22,896	24,036	25,236	26,496	27,816	29,208	30,672	32,208	33,816
(None at present)	VII	\$23,940	25,140	26,400	27,720	29,112	30,564	32,088	33,696	35,376	37,140	39,000
Associate Executive Secretary	VIII	\$27,120	28,476	29,904	31,404	32,976	34,620	36,348	38,160	40,068	42,072	44,172
Executive Secretary	IX	\$36,660	38,496	40,416	42,432	44,556	46,788	49,128	51,588	54,168	56,880	59,724

In making promotions, or in employing new staff members with exceptional qualifications and experience, a salary not more than one step above the mid point may be paid.

The Schedule shall be reviewed at intervals not to exceed three years.

TEXAS STATE TEACHERS ASSOCIATION
Salary Schedule for Clerical, Secretarial and Technical Employees
Effective September 1, 1976

Salary Group		Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Mo.	\$ 500	517	534	552	571	590	610	630	651	673
2	12 Mos.	\$ 6,000	6,204	6,408	6,624	6,852	7,000	7,320	6,560	7,812	8,076
	Mo.	\$ 534	552	571	590	610	630	651	673	696	719
3	12 Mos.	\$ 6,408	6,624	6,852	7,080	7,320	7,560	7,812	8,076	8,352	8,628
	Mo.	\$ 571	590	610	630	651	673	696	719	743	768
4	12 Mos.	\$ 6,852	7,080	7,320	7,560	7,812	8,076	8,352	8,628	8,916	9,216
	Mo.	\$ 610	630	651	673	696	719	743	768	794	820
5	12 Mos.	\$ 7,320	7,560	7,812	8,076	8,352	8,628	8,916	9,216	9,528	9,840
	Mo.	\$ 651	673	696	719	743	768	794	820	843	876
6-A	12 Mos.	\$ 7,812	8,076	8,352	8,628	8,916	9,216	9,528	9,840	10,176	10,512
	Mo.	\$ 673	696	719	743	768	794	820	848	876	906
6-B	12 Mos.	\$ 8,076	8,352	8,628	8,916	9,216	9,528	9,840	10,176	10,512	10,872
	Mo.	\$ 696	719	743	768	794	820	848	876	906	936
7	12 Mos.	\$ 8,352	8,628	8,916	9,216	9,528	9,840	10,176	10,512	10,872	11,232
	Mo.	\$ 743	768	794	820	848	876	906	936	968	1,000
8	12 Mos.	\$ 8,916	9,216	9,528	9,840	10,176	10,512	10,872	11,232	11,616	12,000
	Mo.	\$ 794	820	848	876	906	936	968	1,000	1,034	1,068
9	12 Mos.	\$ 9,528	9,840	10,176	10,512	10,872	11,232	11,616	12,000	12,408	12,816
	Mo.	\$ 848	876	906	936	968	1,000	1,034	1,068	1,104	1,141
10	12 Mos.	\$10,176	10,512	10,872	11,232	11,616	12,000	12,408	12,816	13,248	13,692
	Mo.	\$ 906	936	968	1,000	1,034	1,068	1,104	1,141	1,179	1,219
11	12 Mos.	\$10,872	11,232	11,616	12,000	12,408	12,816	13,248	13,692	14,148	14,628
	Mo.	\$ 968	1,000	1,034	1,068	1,104	1,141	1,179	1,219	1,259	1,302
12	12 Mos.	\$11,616	12,000	12,408	12,816	13,248	13,692	14,148	14,628	15,108	15,624
	Mo.	\$ 1,034	1,068	1,104	1,141	1,179	1,219	1,259	1,302	1,345	1,391
13	12 Mos.	\$12,408	12,816	13,248	13,692	14,148	14,628	15,108	15,624	16,140	16,692
	Mo.	\$ 1,104	1,141	1,179	1,219	1,259	1,302	1,345	1,391	1,437	1,486
14	12 Mos.	\$13,248	13,692	14,148	14,628	15,108	15,624	16,140	16,692	17,244	17,832

In employing or promoting personnel, the Executive Secretary shall be authorized to place an employee at not to exceed Step 5 of this schedule in recognition of outstanding qualifications and experience.

UTAH EDUCATION ASSOCIATION

Professional Staff

1977-78 UEA Salary Schedule

		<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>
Deputy	100.0%	\$25,461	26,471	27,483	28,627	29,774	30,918
Director	96.0%	24,442	25,412	26,383	27,481	28,583	29,681
Specialist	85.0%	21,641	22,500	23,360	24,332	25,307	26,280

Classified Staff Salaries
1977-78

<u>Position</u>	<u>Salary</u>
Office Manager	\$11,901
Secretary to Executive Secretary	12,130
Secretary to Deputy Executive Secretary/Research Director	8,988
Secretary to Director of Governmental Relations and President	8,988
Secretary to Director of Professional Relations and Specialist for Professional Development and Finance	9,392
Secretary to Specialist for Professional Services	9,392
Secretary to Director Communications and Compugraphic Operator	9,796
Bookkeeper	9,796
Membership Secretary	10,370
Membership Clerk (9 months)	6,675
Graphic Arts Manager	16,000
Printer	11,007
Photolithographer (2)	9,273
	9,360
Proofreader/Mailing and Binding	7,455
Custodian	11,440
Custodian (part-time)	6,395
Receptionist	6,753

VERMONT EDUCATION ASSOCIATION

Salary Schedule

<u>Position</u>	<u>Salary</u>
Executive Director	\$28,000.00
Administrative Assistant	13,670.00
Receptionist Secretary	8,000.00
Clerk-Typist	5,500.00
UniServ Director	19,800.00
UniServ Director	18,800.00
UniServ Director	16,800.00
UniServ Director	15,800.00
Communications Specialist	14,000.00

VIRGINIA EDUCATION ASSOCIATION
Professional Staff Salary Schedules
1977-78

Schedule I: Associate Directors and
Staff Assistants

Schedule II: Directors of Divisions
and Regional Directors

<u>Steps</u>	<u>Salary</u>	<u>Increment</u>	<u>Salary</u>	<u>Increment</u>
0	\$9,950	\$590	\$17,475	\$620
1	10,540	590	18,095	620
2	11,130	600	18,750	620
3	11,730	600	19,335	630
4	12,330	600	19,965	630
5	12,930	600	20,595	630
6	13,530	630	21,225	630
7	14,160	630	21,855	675
8	14,790	630	22,530	665
9	15,420	630	23,195	665
10	16,050	630	23,860	665
11	16,680	630	24,525	655
12	17,310	630	25,180	685
13	17,940	630	25,865	680
14	18,570	630	26,545	680
15	19,200	630	27,225	690
16	19,830	630	27,915	690
17	20,460	630	28,605	690
18	21,090	630	29,295	690
19	21,720	630	29,985	690
20a/	22,350		30,675b/	

a/ When an individual completes the 20th step on the salary schedule, the amount of his salary increases thereafter will be the negotiated cost-of-living increase.

b/ Plus special provision of "Longevity Step" for 1977-78 of \$690.

VIRGINIA EDUCATION ASSOCIATION

Support Staff Salary Schedules
1977-78

Scale "A"

<u>Step</u>	<u>Salary</u>	<u>Increment</u>
1	\$6,000	\$250
2	6,250	250
3	6,500	250
4	6,750	250
5	7,000	250
6	7,250	250
7	7,500	250
8	7,750	250
9	8,000	250
10	8,250	250
11	8,500	250
12	8,750	250
13	9,000	250
14	9,250	250
15	9,500	250
16	9,750	250
17	10,000	250
18	10,250	250
19	10,500	250
20	10,750	250

Scale "B"

<u>Step</u>	<u>Salary</u>	<u>Increment</u>
1	\$7,000	\$250
2	7,250	250
3	7,500	250
4	7,750	250
5	8,000	250
6	8,250	250
7	8,500	250
8	8,750	250
9	9,000	250
10	9,250	250
11	9,500	250
12	9,750	250
13	10,000	250
14	10,250	250
15	10,500	250
16	10,750	250
17	11,000	250
18	11,250	250
19	11,500	250
20	11,750	250

Scale "C"

<u>Step</u>	<u>Salary</u>	<u>Increment</u>
1	\$9,500	\$250
2	9,750	250
3	10,000	250
4	10,250	250
5	10,500	250
6	10,750	250
7	11,000	250
8	11,250	250
9	11,500	250
10	11,750	250
11	12,000	250
12	12,250	250
13	12,500	250
14	12,750	250
15	13,000	250
16	13,250	250
17	13,500	250
18	13,750	250
19	14,000	250
20	14,250	

Scale "D"

<u>Step</u>	<u>Salary</u>	<u>Increment</u>
1	\$15,000	\$250
2	15,250	250
3	15,500	250
4	15,750	250
5	16,000	250
6	16,250	250
7	16,500	250
8	16,750	250
9	17,000	250
10	17,250	250
11	17,500	250
12	17,750	250
13	18,000	250
14	18,250	250
15	18,500	250
16	18,750	250
17	19,000	250
18	19,250	250
19	19,500	250
20	19,750	

WASHINGTON EDUCATION ASSOCIATION

Salary Schedule
1977-78

	Classification	Base	1	2	3	4	5	6	7	8	9	10	Increment
A	Clerks & Machine Operators	7,453	7,884	8,315	8,746	9,177	9,608	10,039	10,470				431
B	Clerks, Mach. Oper., & Secretaries	8,937	9,426	9,915	10,404	10,893	11,382	11,871	12,360	12,849			489
C	Machine Operators & Secretaries	9,679	10,208	10,737	11,266	11,795	12,324	12,853	13,382	13,911	14,440	14,969	529
D	Special & Technical I	10,799	11,423	12,047	12,671	13,295	13,919	14,543	15,167	15,791	16,415	17,039	624
E	Special & Technical II	12,101	12,725	13,349	13,973	14,597	15,221	15,845	16,469	17,093	17,717	18,341	624
F	Special & Technical III	15,724	16,472	17,220	17,968	18,716	19,464	20,212	20,960	21,708	22,456	23,204	748
G	Field Reps.	19,553	20,443	21,333	22,223	23,113	24,003	24,893	25,783	26,673	27,563	28,453	890
H	Directors	23,917	25,152	26,387	27,622	28,857	30,092	31,327	32,562	33,797	35,032	36,267	1,235

WEST VIRGINIA EDUCATION ASSOCIATION
Professional Salary Schedule Proposal

<u>Position</u>	<u>Beginning Salary</u>	<u>Maximum Salary</u>
Director	\$18,000	\$24,000
Staff	16,000	22,000

Annual increments will be granted to the professional staff on the same basis and in the same dollar amounts as that for the general staff.

General Staff Salary Schedule Proposal

<u>Classifi- cation</u>	<u>Annual Salary</u>									
	0	1	2	3	4	5	6	7	8	9
A	\$ 6,000	\$ 6,300	\$ 6,600	\$ 6,900	\$ 7,200	\$ 7,500	\$ 7,800	\$ 8,100	\$ 8,400	\$ 8,700
B	7,200	7,500	7,800	8,100	8,400	8,700	9,000	9,300	9,600	9,900
C	8,400	8,700	9,000	9,300	9,600	9,900	10,200	10,500	10,800	11,100
D	9,600	9,900	10,200	10,500	10,800	11,100	11,400	11,700	12,000	12,300
E	10,800	11,100	11,400	11,700	12,000	12,300	12,600	12,900	13,200	13,500

<u>Classifi- cation</u>	<u>Job Titles</u>
A	Custodian
B	Receptionist, General Secretary, Maintenance
C	Secretary, Printer, Mailer
D	Secretary to Executive Secretary
E	Administrative Assistant and Assistant to Research and Accounting

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Professional Staff Salary Schedule
9/1/76 - 8/31/79

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$20,650	\$21,683	\$22,767
1	21,737	22,824	23,965
2	22,824	23,965	25,163
3	23,911	25,107	26,362
4	24,997	26,247	27,560
5	26,084	27,384	28,758
6	27,171	28,530	29,956
7	28,258	29,671	31,155
8	29,345	30,812	32,353

Salary Categories and Placement

The WEAC professional staff salaries cover the period from September 1, 1976, to the following August 31, 1979.

Salary categories allow for placement on the schedule according to the responsibilities of the position. Placement shall be made by the Executive Secretary according to the provisions of this Agreement.

Professional degrees should be encouraged as a condition of employment. Previous related work experience may be given consideration in placing new employees in categories and on steps of the salary schedule. (Related work experience is defined to mean experience directly related to the position under consideration.)

Advancement to the next step on the schedule shall be on September 1, 1976, and shall be dependent upon a minimum of six (6) months service. The next salary increment shall be granted on September 1, 1977, and each September 1 thereafter. Staff members will be notified and given the opportunity to be considered for vacancies that occur.

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1976 - 1979

Category I

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$6,122	\$6,551	\$6,878
1	6,611	7,074	7,428
2	7,101	7,598	7,978
3	7,591	8,122	8,528
4	8,081	8,647	9,080
5	8,571	9,171	9,630
6	9,061	9,695	10,180

Category II

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$6,734	\$7,205	\$7,566
1	7,284	7,794	8,184
2	7,836	8,384	8,803
3	8,388	8,975	9,424
4	8,938	9,564	10,042
5	9,490	10,155	10,662
6	10,041	10,744	11,282
7	10,593	11,334	11,901

Category III

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$7,346	\$7,860	\$8,253
1	7,959	8,516	8,941
2	8,571	9,171	9,630
3	9,184	9,827	10,318
4	9,797	10,483	11,007
5	10,409	11,138	11,695
6	11,022	11,794	12,383
7	11,634	12,448	13,070
8	12,246	13,103	13,759

WISCONSIN EDUCATION ASSOCIATION COUNCIL

Associate Staff Salary Schedule
1976 - 1979

Category IV

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$7,959	\$8,516	\$8,941
1	8,633	9,237	9,699
2	9,307	9,959	10,456
3	9,980	10,679	11,212
4	10,654	11,400	11,970
5	11,327	12,120	12,726
6	12,001	12,841	13,484
7	12,676	13,563	14,241
8	13,350	14,285	14,999
9	14,024	15,006	15,756
10	14,698	15,727	16,513

Category V

	<u>1976-77</u>	<u>1977-78</u>	<u>1978-79</u>
0	\$10,851	\$11,611	\$12,191
1	11,600	12,412	13,032
2	12,348	13,212	13,873
3	13,096	14,013	14,714
4	13,845	14,814	15,555
5	14,593	15,615	16,395
6	15,341	16,415	17,236
7	16,090	17,216	18,077
8	16,838	18,017	18,918

WYOMING EDUCATION ASSOCIATION

WEA Professional Staff Salary Schedule
Tentative Agreement
1977

6% down		+5%	+5%	+5%
0	\$12,300	\$12,915	\$13,530	\$14,145
1	13,038	13,653	14,268	14,833
2	13,776	14,391	15,006	15,621
3	14,514	15,129	15,744	16,359
4	15,252	15,867	16,482	17,097
5	15,990	16,605	17,220	17,835
6	16,728	17,343	17,958	18,573
7	17,466	18,081	18,696	19,311
8	18,204	18,819	19,434	20,049
9	18,942	19,557	20,172	20,787
10	19,680	20,295	20,910	21,525
11	20,418	21,033	21,648	22,263
12		21,771	22,386	23,001
13			23,124	23,739
14				24,477

WYOMING EDUCATION ASSOCIATION
Classified Staff Salary Schedule
Effective September 1, 1977

	I		II		III		IV
0	\$6,200	+5%	\$6,510	+5%	\$6,836	+5%	\$7,178
1	6,386		6,758		7,146		7,550
2	6,572		7,006		7,456		7,922
3	6,758		7,254		7,766		8,294
4	6,944		7,502		8,076		8,666
5	7,130		7,750		8,386		9,038
6	7,316		7,998		8,696		9,410
7	7,502		8,246		9,006		9,782
8	7,688		8,494		9,316		10,154
9	7,874		8,742		9,626		10,526
10	8,060		8,990		9,936		10,898
11	8,246		9,238		10,246		11,270
12	8,432		9,486		10,556		11,642
13	8,618		9,734		10,866		12,014
14	8,804		9,982		11,176		12,386
15	8,990		10,230		11,486		12,758
16	9,176		10,478		11,796		13,130
17	9,362		10,726		12,106		13,502
18	9,548		10,974		4%		4%

Beyond the 17th step in columns III and IV, there shall be a 4% increase. The other columns shall have step increases as indicated below.

1.030	1.040	1.050	1.060
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- I - Receptionist/Typist
- II - Stenographer/Materials Center Director
Membership Clerk
- III - Secretary
Membership Director
- IV - Office Manager/Purchasing Agent
Bookkeeper

1. Step level up to 5 years shall be allowed for experience or college education in the related field.
2. Employees are paid and receive length of service credits in proportion to the number of months worked. Length of service credits shall not be included in the "cost of living" increase.
3. Minimum wage shall be paid temporary employees.
4. One step on salary schedule IV shall be allowed for the position of secretary to the Board/executive secretary.

NOTE : The above salary schedule shall remain in force for three years with the cost of living figures as provided by the Federal Department of Labor and Statistics to be added to the base salary for each of these three years.